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Because addresses and telephone numbers of smaller companies change rapidly, we recommend you call each company and verify the information before mailing to the employers listed in this book. Mass mailings are not recommended.

While the publisher has made every reasonable effort to obtain and verify accurate information, occasional errors are inevitable due to the magnitude of the database. Should you discover an error, or if a company is missing, please write the editors at the above address so that we may update future editions.

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INTRODUCTION

HOW TO USE THIS BOOK

Right now, you hold in your hands one of the most effective job-hunting tools available anywhere. In *The Cincinnati JobBank*, you will find a wide array of valuable information to help you launch or continue a rewarding career. But before you open to the book's employer listings and start calling about current job openings, take a few minutes to learn how best to use the resources presented in *The Cincinnati JobBank*.

The Cincinnati JobBank will help you to stand out from other jobseekers. While many people looking for a new job rely solely on newspaper help-wanted ads, this book offers you a much more effective job-search method -- direct contact. The direct contact method has been proven twice as effective as scanning the help-wanted ads. Instead of waiting for employers to come looking for you, you'll be far more effective going to them. While many of your competitors will use trial and error methods in trying to set up interviews, you'll learn not only how to get interviews, but what to expect once you've got them.

In the next few pages, we'll take you through each section of the book so you'll be prepared to get a jump-start on your competition.

The Cincinnati Job Market: An Overview

To get a feel for the state of the local job scene, read the introductory section called *The Cincinnati Job Market*. In it, we'll recap the economy's recent performance and the steps that local governments and business leaders are taking to bring new jobs to the area.

Even more importantly, you'll learn where the local economy is headed. What are the prospects for the industries that form the core of the region's economy? Which industries are growing fastest and which ones are laying off? Are there any companies or industries that are especially hot?

To answer these questions for you, we've pored over local business journals and newspapers and interviewed local business leaders and labor analysts. Whether you are new to the area and need a source of regional information, or are a lifelong resident just looking for a fresh start in a new job, you'll find this section to be a concise thumbnail sketch of where the jobs are.

This type of information is potent ammunition to bring into an interview. Showing that you're well versed in current industry trends helps give you an edge over job applicants who haven't done their homework.

Basics of Job Winning

Preparation. Strategy. Time-management. These are three of the most important elements of a successful job search. *Basics of Job Winning* helps you address these and all the other elements needed to find the right job.

One of your first priorities should be to define your personal career objectives. What qualities make a job desirable to you? Creativity? High pay? Prestige? Use *Basics of Job Winning* to weigh these questions. Then use the rest of the chapter to design a strategy to find a job that matches your criteria.

In *Basics of Job Winning,* you'll learn which job-hunting techniques work, and which don't. We've reviewed the pros and cons of mass mailings, help-wanted ads, and direct contact. We'll show you how to develop and approach contacts in your field; how to research a prospective employer; and how to use that information to get an interview and the job.

Also included in *Basics of Job Winning*: interview dress code and etiquette, the "do's and don'ts" of interviewing, sample interview questions, and more. We also deal with some of the unique problems faced by those jobseekers who are currently employed, those who have lost a job, and college students conducting their first job search.

Resumes and Cover Letters

The approach you take to writing your resume and cover letter can often mean the difference between getting an interview and never being noticed. In this section, we discuss different formats, as well as what to put on (and what to leave off) your resume. We review the benefits and drawbacks of professional resume writers, and the importance of a follow-up letter. Also included in this section are sample resumes and cover letters which you can use as models.

CD-ROM Job Search

Jobseekers who are looking for an edge against the competition may want to check out these CD-ROM products.

Online Job Search

The Information Superhighway grows larger every day and offers a multitude of services for the job hunter. This section offers a list of jobseeking sites with employer profiles, company biographies, help wanted advertisements, and more. You can also post your resume on certain sites making them available to nationwide, and in some cases worldwide, employers.

The Employer Listings

Employers are listed alphabetically by industry, and within each industry, by company names. When a company does business under a person's name, like "John Smith & Co.," the company is usually listed by the surname's spelling (in this case "S"). Exceptions occur when a company's name is widely recognized, like "JCPenney" or "Howard Johnson Motor Lodge." In those cases, the company's first name is the key ("J" and "H" respectively).

The Cincinnati JobBank covers a very wide range of industries. Each company profile is assigned to one of the industry chapters listed below.

Accounting and Management Consulting
Advertising, Marketing, and Public Relations
Aerospace
Apparel and Textiles
Architecture, Construction, and Engineering
Arts and Entertainment/Recreation
Automotive
Banking/Savings and Loans

Biotechnology, Pharmaceuticals, and Scientific R&D
Business Services and Non-Scientific Research
Charities and Social Services
Chemicals/Rubber and Plastics
Communications: Telecommunications and Broadcasting
Computer Hardware, Software, and Services
Educational Services
Electronic/Industrial Electrical Equipment
Environmental and Waste Management Services
Fabricated/Primary Metals and Products
Financial Services
Food and Beverage/Agriculture
Government
Health Care: Services, Equipment, and Products
Hotels and Restaurants
Insurance
Legal Services
Manufacturing: Miscellaneous Consumer
Manufacturing: Miscellaneous Industrial
Mining/Gas/Petroleum/Energy Related
Paper and Wood Products
Printing and Publishing
Real Estate
Retail
Stone, Clay, Glass, and Concrete Products
Transportation
Utilities: Electric/Gas/Water
Miscellaneous Wholesaling

Many of the company listings offer detailed company profiles. In addition to company names, addresses, and phone numbers, these listings also include contact names or hiring departments, and descriptions of each company's products and/or services. Many of these listings also feature a variety of additional information including:

Common positions - A list of job titles that the company commonly fills when it is hiring, organized in alphabetical order from Accountant to X-ray Technician. Note: Keep in mind that *The Cincinnati JobBank* is a directory of major employers in the area, not a directory of openings currently available. Many of the companies listed will be hiring, others will not. However, since most professional job openings are filled without the placement of help-wanted ads, contacting the employers in this book directly is still a more effective method than browsing the Sunday papers.

Educational backgrounds sought - A list of educational backgrounds that companies seek when hiring.

Benefits - What kind of benefits packages are available from these employers? Here you'll find a broad range of benefits, from the relatively common (medical insurance) to those that are much more rare (health club membership; child daycare assistance).

Special programs - Does the company offer training programs, internships, or apprenticeships? These programs can be important to first time jobseekers and college students looking for practical work experience. Many employer profiles will include information on these programs.

Parent company - If an employer is a subsidiary of a larger company, the name of that parent company will often be listed here. Use this information to supplement your company research before contacting the employer.

Number of employees - The number of workers a company employs.

Companies may also include information on other U.S. locations and any stock exchange the firm may be listed on.

Because so many job openings are with small and mid-sized employers, we've also included the addresses and phone numbers of such employers. While none of these listings include any additional hiring information, many of them do offer rewarding career opportunities. These companies are found under each industry heading. Within each industry, they are organized by the type of product or service offered.

A note on all employer listings that appear in *The Cincinnati JobBank*: This book is intended as a starting point. It is not intended to replace any effort that you, the jobseeker, should devote to your job hunt. Keep in mind that while a great deal of effort has been put into collecting and verifying the company profiles provided in this book, addresses and contact names change regularly. Inevitably, some contact names listed herein have changed even before you read this. We recommend you contact a company before mailing your resume to ensure nothing has changed.

At the end of each industry section, we have included a directory of other industry-specific resources to help you in your job search. These include: professional and industrial associations, many of which can provide employment advice and job search help; magazines that cover the industry; and additional directories that may supplement the employer listings in this book.

Employment Services

Immediately following the employer listings section of this book are listings of local employment services firms. Many jobseekers supplement their own efforts by contracting "temp" services, headhunters, and other employment search firms to generate potential job opportunities.

This section is a comprehensive listing of such firms, arranged alphabetically under the headings Employment Agencies, Temporary Agencies, and Executive Search Firms. Each listing includes the firm's name, address, telephone number and contact person. Most listings also include the industries the firm specializes in, the type of positions commonly filled, and the number of jobs filled annually.

Index

The Cincinnati JobBank index is a straight alphabetical listing.

THE CINCINNATI JOB MARKET: AN OVERVIEW

It wasn't so long ago that Ohio's economy was one of the Midwest's worst. Its unemployment rate was a hefty 8.9 percent in 1985, and 7.3 percent as recently as 1992. There were 455,000 unemployed Ohioans in '85, and 401,000 in '92.

But in the mid-'90s, those grim figures have changed. In April of '96, the statewide unemployment was a mere 4.5 percent, and total employment was roughly 140,000 higher than it had been the previous year. Over the course of 1995, the number of unemployed Ohioans averaged 266,000 -- the state's lowest level in two decades.

Those statistics are impressive, and state officials expect them to only get better. People are catching on, too: Ohio's labor force grew steadily in the early '90s, and it's projected to increase by almost 10 percent through 2005.

Ohio's continuing revival has been most evident in the state's major cities, and that is certainly true of Cincinnati. The city's economic picture has become progressively brighter over the past several years, as growth in services, trade, and transportation have helped the metro area to one of the state's lowest unemployment rates -- just 3.8 percent in April of '96.

During the 12-month period from April 1995 to April 1996, nonfarm wage and salary employment added 14,200 jobs to the Cincinnati area, the majority of which were in service-producing industries. Health services, engineering services, and business services led the way; trade industries and the finance, insurance, and real estate sector also made great gains over that time. The 1,500 jobs added by goods-producers came primarily from construction, but some durable goods manufacturers -- primarily industrial machinery and food products -- added employment as well.

And according to Ohio Bureau of Employment Services projections, the growth will continue. Cincinnati and the surrounding metropolitan area should add 100,000 new jobs between 1991 and 2000, the most for any metro area in the state. Professional and technical jobs will be one of the fastest-growing occupational segments, and most computer- and health-related fields will see substantial job growth.

Cincinnati is also headquarters to six *Fortune* 500 companies:

American Financial Group, a diversified holding company whose subsidiaries include a major insurance provider, a broadcasting station, and a financial magazine;

Chiquita Brands International, a producer, processor, and distributor of food products under the Chiquita and other brand names;

CINergy, which provides electric and gas services to parts of Ohio, Indiana, and Kentucky;

Federated Department Stores, which runs several well-known department store chains;

The Kroger Company, a major supermarket and convenience store operator;

and **Procter & Gamble**, a diversified manufacturer of everything from food products to pharmaceuticals.

The revitalization of Cincinnati has not been limited solely to its economic picture. As Ohio's third-largest city, Cincinnati has worked to enhance its image as a cultural center, boasting (according to the Greater Cincinnati Convention & Visitors Bureau) more than 100 museums and galleries, one of the oldest choral music festivals in the country, and *the* oldest professional baseball team. Cincinnati's symphony orchestra, opera, ballet company, and "Playhouse in the Park" are well-known in the area, and Riverbend, on the Ohio River, houses the city's orchestras each summer. Greater Cincinnati was also recently named one of America's best places to live by *The Places Rated Almanac*.

So Cincinnati has plenty to see and do -- and its steadily rising labor force and falling unemployment rate seem to indicate that more people are able to take advantage of those opportunities than ever before. With that in mind, the major industries for metro area jobseekers to keep an eye on include the following:

Services

In 1991, the Ohio Bureau of Employment Services projected services in the Cincinnati metro area to gain more than 40,000 jobs through the year 2000, approximately two-fifths of the total job growth projected for that period. Jobs in health and business services should account for more than half of those gains.

This overall job growth is also true statewide, where roughly half of the 510,000 new non-farm jobs projected by the end of the decade will be service jobs. Figures from 1995 were in line with those expectations; Ohio gained 91,000 jobs over the year, and 46,000 of those were in service industries.

Major service industries for jobseekers to research here include computer and data processing services, as the demand for packaged software products and customized computer systems has been steadily rising in the high-tech '90s. Indeed, the fastest-growing occupation in the Cincinnati metro area through the year 2000 is projected to be computer systems analysts, according to the Bureau of Employment Services.

Manufacturing

Although these industries have taken a beating in most places nationwide, Cincinnati has shown some recent manufacturing gains. In 1994, there were 139,000 people employed in manufacturing in the metro area; in April 1996, there were 141,000 working in those industries. Not a huge increase, but certainly a reversal of the trend established in the early '90s, when manufacturing employment declined by an average of 3,000 jobs each year.

Several manufacturing industries are expected to experience healthy growth through the year 2000, including miscellaneous plastic products, supplying the motor vehicle, construction, and electrical/electronic sectors. Commercial printing is also expected to grow in the metro area.

Statewide, however, the picture is not bright -- manufacturing shed 12,000 jobs in Ohio from April '95 to April '96, in the same period that the Cincinnati metro area gained 1,000 such jobs. Consequently, jobseekers should view any positive employment figures cautiously, as statewide trends are still downward.

Other Growth Industries and Professions

Construction industries, which added some 4,000 jobs to the Cincinnati metro area from 1993 to 1994 and have maintained those '94 employment levels into '96, should continue to be strong. Special trade contractors will lead the way, according to the Ohio Bureau of Employment Services. Trade, meanwhile, should account for almost a third of the new jobs in the Cincinnati metro area, particularly retail trade industries.

In addition to computer systems analysts, other rapidly growing professions in Cincinnati include medical assistants, paralegal personnel, and physical therapists. Other occupations that are expected to provide large numbers of annual openings include registered nurses, retail salespersons, and teachers.

Columbus

According to the Greater Columbus Chamber of Commerce, economic diversity has been a key to the steady growth that greater Columbus has enjoyed over the years. In fact, of the top 10 largest employers in the capital city, several different industries are represented, including government, education, automobile manufacturing, retail, banking, and insurance. Leading employers include: **Worthington Industries**, **Huntington Bancshares**, **Nationwide Life Insurance**, **American Electric Power**, and **The Limited**.

This diversity has helped Columbus ride out the recessionary storm of the early '90s. Even in 1991, during the recession's height, the city's unemployment rate was only 4.6 percent, far below the nation's 6.7 percent average rate for the year. In April of '96, the metropolitan statistical area's unemployment rate was a paltry 2.8 percent.

Columbus' economy is bolstered by two important factors. First, as the state's capital, the city boasts a large number of government jobs. Nearly 27,000 area workers are on the state's payroll alone. Second, Columbus has been quite active in its pursuit of a business-friendly environment. Both the city and state governments have established tax incentive programs to reward companies that create jobs.

Elsewhere in Ohio

As was true for most of the country's workers, the recession of the early '90s hit Ohioans hard. Once a mecca of heavy industry, the Buckeye State hit tough times, and the number of employed workers in every major city in the state fell as effects of the national slowdown swept across Ohio.

By the end of 1993, however, Ohio had turned the corner onto the road to recovery. According to an October 1993 article in *Inc.* magazine, Ohio was one of three midwestern states -- the others being Indiana and Michigan -- that made up one of the stronger "clusters" of economic growth in the country. Seventeen Ohio companies have made the magazine's annual *Inc.* 500 list of the fastest-growing small businesses in the country. In addition, as of 1996 the state contains the headquarters of thirty *Fortune* 500 companies.

So economic rebirth is happening in the state of Ohio, as evidenced by such facts as a low unemployment rate and a steadily growing labor force. Industries on the increase? Naturally, almost all services, particularly health and business services. Health care occupations should account for one out of every six new jobs in Ohio over the next decade.

Over the 12-month period ending in April of 1996, retail trade added nearly 30,000 jobs, mostly due to increases in employment at eating and drinking places; the government added 7,000 jobs -- a rarity for the nation in 1996 -- and finance, insurance, and real estate industries gained over 7,000 jobs, as well.

Economic rebirth in Ohio? In the mid-'90s, it certainly seems to be the case.

A Brief Look at Kentucky

Looked at solely in terms of the unemployment rate, Cincinnati's regional neighbor Kentucky is in good shape as it moves through the '90s. In May of '96 that rate had dipped to 4.9 percent -- below the national average, and the state's lowest number in over a year. One important caveat, however: the labor force itself was also dropping over that period.

That said, the first half of 1996 was good for the state, as most major employment sectors enjoyed job growth. In May, for example, nearly every employment sector added jobs. Retail trade added nearly 5,000 jobs, while service industries grew by 2,500. Construction grew by 2,300 jobs, primarily among special trade contractors; and government (1,800 jobs) and even manufacturing (600 jobs) helped Kentucky's employment numbers grow by a total of 13,000 over the month. And the annual figures were strong as well -- from May 1995 to May 1996, the Bluegrass State added a net of 23,400 jobs, a 1.4 percent growth rate. The fastest-growing industries here? No surprise: business and health services.

For information on economic conditions and major employers in the rest of Ohio, please see The Cleveland JobBank, *which covers all of northern Ohio.*

Other sources of information for jobseekers include:

The Greater Cincinnati Convention & Visitors Bureau, 300 West Sixth Street, Cincinnati OH 45202. 513/621-2142. Toll-free phone: 800/543-2613.

Kentucky Workforce Development Cabinet, Department for Employment Services, 275 East Main Street, Frankfort KY 40621. 502/564-7976.

Ohio Bureau of Employment Services, Labor Market Information Division, 145 South Front Street, P.O. Box 1618, Columbus OH 43216-1618. 614/752-9494.

THE JOB SEARCH

THE BASICS OF JOB WINNING: A CONDENSED REVIEW

This chapter is divided into four sections. The first section explains the fundamentals that every jobseeker should know, especially first-time jobseekers. The following three sections deal with special situations faced by specific types of jobseekers: those who are currently employed, those who have lost a job, and college students.

THE BASICS:

Things Everyone Needs to Know

Career Planning The first step to finding your ideal job is to clearly define your objectives. This is better known as career planning (or life planning if you wish to emphasize the importance of combining the two). Career planning has become a field of study in and of itself.

If you are thinking of choosing or switching careers, we particularly emphasize two things. First, choose a career where you will enjoy most of the day-to-day tasks. This sounds obvious, but most of us have at one point or another been attracted by a glamour industry or a prestigious job title without thinking of the most important consideration: Would we enjoy performing the everyday tasks the position entails?

The second key consideration is that you are not merely choosing a career, but also a lifestyle. Career counselors indicate that one of the most common problems people encounter in job-seeking is that they fail to consider how well-suited they are for a particular position or career. For example, some people, attracted to management consulting by good salaries, early responsibility, and high-level corporate exposure, do not adapt well to the long hours, heavy travel demands, and constant pressure to produce. Be sure to ask yourself how you might adapt to not only the day-to-day duties and working environment that a specific position entails, but also how you might adapt to the demands of that career or industry choice as a whole.

Choosing Your Strategy Assuming that you've established your career objectives, the next step of the job search is to develop a strategy. If you don't take the time to develop a strategy and lay out a plan, you may find yourself going in circles after several weeks of randomly searching for opportunities that always seem just beyond your reach.

The most common job-seeking techniques are:

- following up on help-wanted advertisements
- using employment services
- relying on personal contacts
- contacting employers directly (the Direct Contact method)

Many professionals have been successful in finding better jobs using each one of these approaches. However, the Direct Contact method boasts twice the success rate of the others. So unless you have specific reasons to believe that other strategies would work best for you, Direct Contact should form the foundation of your job search.

If you prefer to use other methods as well, try to expend at least half your effort on Direct Contact, spending the rest on all of the other methods combined. Millions of other jobseekers have already proven that Direct Contact has been twice as effective in obtaining employment, so why not benefit from their experience?

Setting Your Schedule

With your strategy in mind, the next step is to work out the details of your search. The most important detail is setting up a schedule. Of course, since job searches aren't something most people do regularly, it may be hard to estimate how long each step will take. Nonetheless, it is important to have a plan so that you can monitor your progress.

When outlining your job search schedule, have a realistic time frame in mind. If you will be job-searching full-time, your search could take at least two months or more. If you can only devote part-time effort, it will probably take at least four months.

You probably know a few currently employed people who seem to spend their whole lives searching for a better job in their spare time. Don't be one of them. If you are presently working and don't feel like devoting a lot of energy to job-seeking right now, then wait. Focus on enjoying your present position, performing your best on the job, and storing up energy for when you are really ready to begin your job search.

The first step in beginning your job search is to clearly define your objectives.

Those of you who are currently unemployed should remember that job-hunting is tough work physically and emotionally. It is also intellectually demanding work that requires you to be at your best. So don't tire yourself out by working on your job campaign around the clock. At the same time, be sure to discipline yourself. The most logical way to manage your time while looking for a job is to keep your regular working hours.

If you are searching full-time and have decided to choose several different contact methods, we recommend that you divide up each week, designating some time for each method. By trying several approaches at once, you can evaluate how promising each seems and alter your schedule accordingly. But be careful -- don't judge the success of a particular technique just by the sheer number of interviews you obtain. Positions advertised in the newspaper, for instance, are likely to generate many more interviews per opening than positions that are filled without being advertised.

If you are searching part-time and decide to try several different contact methods, we recommend that you try them sequentially. You simply won't have enough time to put a meaningful amount of effort into more than one method at once. Estimate the length of your job search, and then allocate so many weeks or months for each contact method, beginning with Direct Contact.

And remember that all schedules are meant to be broken. The purpose of setting a schedule is not to rush you to your goal but to help you periodically evaluate how you're progressing.

The Direct Contact Method

Once you have scheduled your time, you are ready to begin your search in earnest. If you decide to begin with the Direct Contact method, the first step is to develop a checklist for categorizing the types of firms for which you'd like to work. You might categorize firms by product line, size, customer type (such as industrial or consumer), growth prospects, or geographical location. Your list of important criteria might be very short. If it is, good! The shorter it is, the easier it will be to locate a company that is right for you.

Now you will want to use this *JobBank* book to assemble your list of potential employers. Choose firms where *you* are most likely to be able to find a job. Try matching your skills with those that a specific job demands. Consider where your skills might be in demand, the degree of competition for employment, and the employment outlook at each company.

Separate your prospect list into three groups. The first 25 percent will be your primary target group, the next 25 percent will be your secondary group, and the remaining names you can keep in reserve.

After you form your prospect list, begin work on your resume. Refer to the Resumes and Cover Letters section following this chapter to get ideas.

Once your resume is complete, begin researching your first batch of prospective employers. You will want to determine whether you would be happy working at the firms you are researching and to get a better idea of what their employment needs might be. You also need to obtain enough information to sound highly informed about the company during phone conversations and in mail correspondence. But don't go all out on your research yet! You probably won't be able to arrange interviews with some of these firms, so save your big research effort until you start to arrange interviews. Nevertheless, you should plan to spend several hours researching each firm. Do your research in batches to save time and energy. Start with this book, and find out what you can about each of the firms in your primary target group. Contact any pertinent professional associations that may be able to help you learn more about an employer. Read industry

The more you know about a company, the more likely you are to catch an interviewer's eye. (You'll also face fewer surprises once you get the job!)

publications looking for articles on the firm. (Addresses of associations and names of important publications are listed after each industrial section of employer listings in this book.) Then try additional resources at your local library. Keep organized, and maintain a folder on each firm.

If you discover something that really disturbs you about the firm (they are about to close their only local office), or if you discover that your chances of getting a job there are practically nil (they have just instituted a hiring freeze), then cross them off your prospect list. If possible, supplement your research efforts by contacting individuals who know the firm well. Ideally you should make an informal contact with someone at that particular firm, but often a direct competitor, or a major supplier or customer, will be able to supply you with just as much information. At the very least, try to obtain whatever printed information the company has available -- not just annual reports, but product brochures and any other printed materials that the firm may have to offer, either about its operations or about career opportunities.

DEVELOPING YOUR CONTACTS: NETWORKING

Some career counselors feel that the best route to a better job is through somebody you already know or through somebody to whom you can be introduced. These counselors recommend that you build your contact base beyond your current acquaintances by asking each one to introduce you, or refer you, to additional people in your field of interest.

The theory goes like this: You might start with 15 personal contacts, each of whom introduces you to three additional people, for a total of 45 additional contacts. Then each of these people introduces you to three additional people, which adds 135 additional contacts. Theoretically, you will soon know every person in the industry.

Of course, developing your personal contacts does not work quite as smoothly as the theory suggests because some people will not be able to introduce you to anyone. The further you stray from your initial contact base, the weaker your references may be. So, if you do try developing your own contacts, try to begin with as many people that you know personally as you can. Dig into your personal phone book and your holiday greeting card list and locate old classmates from school. Be particularly sure to approach people who perform your personal business such as your lawyer, accountant, banker, doctor, stockbroker, and insurance agent. These people develop a very broad contact base due to the nature of their professions.

Getting the Interview

Now it is time to arrange an interview, time to make the Direct Contact. If you have read many books on job-searching, you may have noticed that most of these books tell you to avoid the personnel office like the plague. It is said that the personnel office never hires people; they screen candidates. Unfortunately, this is often the case. If you can identify the appropriate manager with the authority to hire you, you should try to contact that person directly. However, this will take a lot of time in each case, and often you'll be bounced back to personnel despite your efforts. So we suggest that initially you begin your Direct Contact campaign through personnel offices. If it seems that the firms on your prospect list do little hiring through personnel, you might consider some alternative courses of action.

The three obvious means of initiating Direct Contact are:

- Showing up unannounced
- Mail (postal or electronic)
- Phone calls

Cross out the first one right away. You should never show up to seek a professional position without an appointment. Even if you are somehow lucky enough to obtain an interview, you will appear so unprofessional that you will not be seriously considered.

Mail contact seems to be a good choice if you have not been in the job market for a while. You can take your time to prepare a letter, say exactly what you want, and of course include your resume. Remember that employers receive many resumes every day. Don't be surprised if you do not get a response to your inquiry, and don't spend weeks waiting for responses that may never come. If you do send a letter, follow it up (or precede it) with a phone call. This will increase your impact, and because of the initial research you did, will underscore both your familiarity with and your interest in the firm.

Another alternative is to make a "cover call." Your cover call should be just like your cover letter: concise. Your first statement should interest the employer in you. Then try to subtly mention your familiarity with the firm. Don't be overbearing; keep your introduction to three sentences or less. Be pleasant, self-confident, and relaxed. This will greatly increase the chances of the person at the other end of the line developing the conversation. But don't press. If you are asked to follow up with "something in the mail," this signals the conversation's natural end. Don't try to prolong the conversation once it has ended, and don't ask what they want to receive in the mail. Always send your resume and a highly personalized follow-up letter, reminding the addressee of the phone conversation. *Always* include a cover letter if you are asked to send a resume.

Always include a cover letter if you are asked to send a resume.

Unless you are in telephone sales, making smooth and relaxed cover calls will probably not come easily. Practice them on your own, and then with your friends or relatives.

If you obtain an interview as a result of a telephone conversation, be sure to send a thank-you note reiterating the points you made during the

DON'T BOTHER WITH MASS MAILINGS OR BARRAGES OF PHONE CALLS

Direct Contact does not mean burying every firm within a hundred miles with mail and phone calls. Mass mailings rarely work in the job hunt. This also applies to those letters that are personalized -- but dehumanized -- on an automatic typewriter or computer. Don't waste your time or money on such a project; you will fool no one but yourself.

The worst part of sending out mass mailings, or making unplanned phone calls to companies you have not researched, is that you are likely to be remembered as someone with little genuine interest in the firm, who lacks sincerity -- somebody that nobody wants to hire.

HELP WANTED ADVERTISEMENTS

Only a small fraction of professional job openings are advertised. Yet the majority of jobseekers -- and quite a few people not in the job market -- spend a lot of time studying the help wanted ads. As a result, the competition for advertised openings is often very severe.

A moderate-sized employer told us about their experience advertising in the help wanted section of a major Sunday newspaper:

It was a disaster. We had over 500 responses from this relatively small ad in just one week. We have only two phone lines in this office and one was totally knocked out. We'll never advertise for professional help again.

If you insist on following up on help wanted ads, then research a firm before you reply to an ad. Preliminary research might help to separate you from all of the other professionals responding to that ad, many of whom will have only a passing interest in the opportunity. It will also give you insight about a particular firm, to help you determine if it is potentially a good match. That said, your chances of obtaining a job through the want ads are still much smaller than they are with the Direct Contact method.

conversation. You will appear more professional and increase your impact. However, unless specifically requested, don't mail your resume once an interview has been arranged. Take it with you to the interview instead.

Preparing for the Interview

Once the interview has been arranged, begin your in-depth research. You should arrive at an interview knowing the company upside-down and inside-out. You need to know the company's products, types of customers, subsidiaries, parent company, principal locations, rank in the industry, sales and profit trends, type of ownership, size, current plans, and much more. By this time you have probably narrowed your job search to one industry. Even if you haven't, you should still be familiar with the trends in the firm's industry, the firm's principal competitors and their relative performance, and the direction in which the industry leaders are headed.

Dig into every resource you can! Read the company literature, the trade press, the business press, and if the company is public, call your stockbroker (if you have one) and ask for additional information. If possible, speak to someone at the firm before the interview, or if not, speak to someone at a competing firm. The more time you spend, the better. Even if you feel extremely pressed for time, you should set aside several hours for pre-interview research.

You should arrive at an interview knowing the company upside-down and inside-out.

If you have been out of the job market for some time, don't be surprised if you find yourself tense during your first few interviews. It will probably happen every time you re-enter the market, not just when you seek your first job after getting out of school.

Tension is natural during an interview, but knowing you have done a thorough research job should put you more at ease. Make a list of questions that you think might be asked in each interview. Think out your answers carefully and practice them with a friend. Tape record your responses to the problem questions. If you feel particularly unsure of your interviewing skills, arrange your first interviews at firms you are not as interested in. (But remember it is common courtesy to seem enthusiastic about the possibility of working for any firm at which you interview.) Practice again on your own after these first few interviews. Go over the difficult questions that you were asked.

Interview Attire

How important is the proper dress for a job interview? Buying a complete wardrobe of Brooks Brothers pinstripes or Donna Karan suits, donning new wing tips or pumps, and having your hair styled every morning are not enough to guarantee you a career position as an investment banker. But on the other hand, if you can't find a clean, conservative suit or won't take the time to wash your hair, then you are just wasting your time by interviewing at all.

Top personal grooming is as important as finding appropriate clothes for a job interview. Careful grooming indicates both a sense of thoroughness and self-confidence. This is not the time to make a statement -- take out the extra earrings and avoid any garish hair colors not found in nature. Women should not wear excessive makeup, and both men and women should refrain from wearing any perfume or cologne (it only takes a small spritz to leave an allergic interviewer with a fit of sneezing and a bad impression of your meeting). Men should be freshly shaven, even if the interview is late in the day, and men with long hair should have it pulled back and neat.

Men applying for any professional position should wear a suit, preferably in a conservative color such as navy or charcoal gray. It is easy to get away with wearing the same dark suit to consecutive interviews at the same company; just be sure to wear a different shirt and tie for each interview.

Women should also wear a businesslike suit. Professionalism still dictates a suit with a skirt, rather than slacks, as proper interview garb for women. This is usually true even at companies where pants are acceptable attire for female employees. As much as you may disagree with this guideline, the more prudent time to fight this standard is after you land the job.

SKIRT VS. PANTS:
An Interview Dilemma

For those women who are still convinced that pants are acceptable interview attire, listen to the words of one career counselor from a prestigious New England college:

I had a student who told me that since she knew women in her industry often wore pants to work, she was going to wear pants to her interviews. Almost every recruiter commented that her pants were "too casual," and even referred to her as "the one with the pants." The funny thing was that one of the recruiters who commented on her pants had been wearing jeans!

The final selection of candidates for a job opening won't be determined by dress, of course. However, inappropriate dress can quickly eliminate a first-round candidate. So while you shouldn't spend a fortune on a new wardrobe, you should be sure that your clothes are adequate. The key is to dress at least as formally or slightly more formally and more conservatively than the position would suggest.

What to Bring Be complete. Everyone needs a watch, a pen, and a notepad. Finally, a briefcase or a leather-bound folder (containing extra, *unfolded*, copies of your resume) will help complete the look of professionalism.

Sometimes the interviewer will be running behind schedule. Don't be upset, be sympathetic. There is often pressure to interview a lot of candidates and to quickly fill a demanding position. So be sure to come to your interview with good reading material to keep yourself occupied and relaxed.

The Interview The very beginning of the interview is the most important part because it determines the tone for the rest of it. Those first few moments are especially crucial. Do you smile when you meet? Do you establish enough eye contact, but not too much? Do you walk into the office with a self-assured and confident stride? Do you shake hands firmly? Do you

BE PREPARED:
Some Common Interview Questions

Tell me about yourself...

Why did you leave your last job?

What excites you in your current job?

Where would you like to be in five years?

How much overtime are you willing to work?

What would your previous/present employer tell me about you?

Tell me about a difficult situation that you faced at your previous/present job.

What are your greatest strengths?

What are your greatest weaknesses?

Describe a work situation where you took initiative and went beyond your normal responsibilities.

Why do you wish to work for this firm?

Why should we hire you?

make small talk easily without being garrulous? It is human nature to judge people by that first impression, so make sure it is a good one. But most of all, try to be yourself.

Often the interviewer will begin, after the small talk, by telling you about the company, the division, the department, or perhaps, the position. Because of your detailed research, the information about the company should be repetitive for you, and the interviewer would probably like nothing better than to avoid this regurgitation of the company biography. So if you can do so tactfully, indicate to the interviewer that you are very familiar with the firm. If he or she seems intent on providing you with background information, despite your hints, then acquiesce.

But be sure to remain attentive. If you can manage to generate a brief discussion of the company or the industry at this point, without being forceful, great. It will help to further build rapport, underscore your interest, and increase your impact.

Soon (if it didn't begin that way) the interviewer will begin the questions, many of which you will have already practiced. This period of the interview usually falls into one of two categories (or somewhere in between): either a structured interview, where the interviewer has a prescribed set of questions to ask; or an unstructured interview, where the interviewer will ask only leading questions to get you to talk about yourself, your experiences, and your goals. Try to sense as quickly as possible in which direction the interviewer wishes to proceed. This will make the interviewer feel more relaxed and in control of the situation.

The interviewer's job is to find a reason to turn you down; your job is to not provide that reason.

-John L. LaFevre, author, *How You Really Get Hired*

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Remember to keep attuned to the interviewer and make the length of your answers appropriate to the situation. If you are really unsure as to how detailed a response the interviewer is seeking, then ask.

As the interview progresses, the interviewer will probably mention some of the most important responsibilities of the position. If applicable, draw parallels between your experience and the demands of the position as detailed by the interviewer. Describe your past experience in the same manner that you do on your resume: emphasizing results and achievements and not merely describing activities. But don't exaggerate. Be on the level about your abilities.

The first interview is often the toughest, where many candidates are screened out. If you are interviewing for a very competitive position, you will have to make an impression that will last. Focus on a few of your greatest strengths that are relevant to the position. Develop these points carefully, state them again in different words, and then try to summarize them briefly at the end of the interview.

Often the interviewer will pause toward the end and ask if you have any questions. Particularly in a structured interview, this might be the one chance to really show your knowledge of and interest in the firm. Have a list prepared of specific questions that are of real interest to you. Let your questions subtly show your research and your knowledge of the firm's activities. It is wise to have an extensive list of questions, as several of them may be answered during the interview.

Do not turn your opportunity to ask questions into an interrogation. Avoid reading directly from your list of questions, and ask questions that you are fairly certain the interviewer can answer (remember how you feel when you cannot answer a question during an interview).

Even if you are unable to determine the salary range beforehand, do not ask about it during the first interview. You can always ask about it later. Above all, don't ask about fringe benefits until you have been offered a position. (Then be sure to get all the details.)

> **Getting a job offer is a lot like getting a marriage proposal. Someone is not going to offer it unless they're pretty sure you're going to accept it.**
>
> -Marilyn Hill,
> Associate Director,
> Career Center,
> Carleton College

Try not to be negative about anything during the interview (particularly any past employer or any previous job). Be cheerful. Everyone likes to work with someone who seems to be happy.

Don't let a tough question throw you off base. If you don't know the answer to a question, simply say so -- do not apologize. Just smile. Nobody can answer every question -- particularly some of the questions that are asked in job interviews.

Before your first interview, you may be able to determine how many rounds of interviews there usually are for positions at your level. (Of course it may differ quite a bit even within the different levels of one firm.) Usually you can count on attending at least two or three interviews, although some firms are known to give a minimum of six interviews for all professional positions. While you should be more relaxed as you return for subsequent interviews, the pressure will be on. The more prepared you are, the better.

Depending on what information you are able to obtain, you might want to vary your strategy quite a bit from interview to interview. For instance, if the first interview is a screening interview, then be sure a few of your strengths really stand out. On the other hand, if later interviews are primarily with people who are in a position to veto your hiring, but not to push it forward, then you should primarily focus on building rapport as opposed to reiterating and developing your key strengths.

If it looks as though your skills and background do not match the position the interviewer was hoping to fill, ask him or her if there is another division or subsidiary that perhaps could profit from your talents.

After the Interview

Write a follow-up letter immediately after the interview, while it is still fresh in the interviewer's mind (see the sample follow-up letter format found in the Resumes and Cover Letters chapter). Then, if you haven't heard from the interviewer within a week, call to stress your continued interest in the firm, and the position, and request a second interview.

THE BALANCING ACT:

Looking for a New Job While Currently Employed

For those of you who are still employed, job-searching will be particularly tiring because it must be done in addition to your normal work responsibilities. So don't overwork yourself to the point where you show up to interviews looking exhausted and start to slip behind at your current job. On the other hand, don't be tempted to quit your present job! The long hours are worth it. Searching for a job while you have one puts you in a position of strength.

Making Contact

If you're expected to be in your office during the business day, then you have additional problems to deal with. How can you work interviews into the business day? And if you work in an open office, how can you even call to set up interviews? As much as possible you should keep up the effort and the appearances on your present job. So maximize your use of the lunch hour, early mornings, and late afternoons for calling. If you keep trying, you'll be surprised how often you will be able to reach the executive you are trying to contact during your out-of-office hours. You can catch people as early as 8 a.m. and as late as 6 p.m. on frequent occasions.

Scheduling Interviews

Your inability to interview at any time other than lunch just might work to your advantage. If you can, try to set up as many interviews as possible for your lunch hour. This will go a long way to creating a relaxed atmosphere. But be sure the interviews don't stray too far from the agenda on hand.

Lunchtime interviews are much easier to obtain if you have substantial career experience. People with less experience will often find no alternative to taking time off for interviews. If you have to take time off, you have to take time off. But try to do this as little as possible. Try to take the whole day off in order to avoid being blatantly obvious about your job search, and try to schedule two to three interviews for the same day. (It is very difficult to maintain an optimum level of energy at more than three interviews in one day.) Explain to the interviewer why you might have to juggle your interview schedule -- he/she should honor the respect you're

Try calling as early as 8 a.m. and as late as 6 p.m. You'll be surprised how often you will be able to reach the executive you want during these times of the day.

showing your current employer by minimizing your days off and will probably appreciate the fact that another prospective employer is interested in you.

References What do you tell an interviewer who asks for references? Just say that while you are happy to have your former employers contacted, you are trying to keep your job search confidential and would rather that your current employer not be contacted until you have been given a firm offer.

IF YOU'RE FIRED OR LAID OFF:

Picking Yourself Up and Dusting Yourself Off

If you've been fired or laid off, you are not the first and will not be the last to go through this traumatic experience. In today's changing economy, thousands of professionals lose their jobs every year. Even if you were terminated with just cause, do not lose heart. Remember, being fired is not a reflection on you as a person. It is usually a reflection of your company's staffing needs and its perception of your recent job performance and attitude. And if you were not performing up to par or enjoying your work, then you will probably be better off at another company anyway.

Be prepared for the question "Why were you fired?" during job interviews.

A thorough job search could take months, so be sure to negotiate a reasonable severance package, if possible, and determine what benefits, such as health insurance, you are still legally entitled to. Also, register for unemployment compensation immediately. Don't be surprised to find other professionals collecting unemployment compensation -- it is for everyone who has lost their job.

Don't start your job search with a flurry of unplanned activity. Start by choosing a strategy and working out a plan. Now is not the time for major changes in your life. If possible, remain in the same career and in the same geographical location, at least until you have been working again for a while. On the other hand, if the only industry for which you are trained is leaving, or is severely depressed in your area, then you should give prompt consideration to moving or switching careers.

Avoid mentioning you were fired when arranging interviews, but be prepared for the question "Why were you fired?" during an interview. If you were laid off as a result of downsizing, briefly explain, being sure to reinforce that your job loss was not due to performance. If you were in fact fired, be honest, but try to detail the reason as favorably as possible and portray what you have learned from your mistakes. If you are confident one of your past managers will give you a good reference, tell the interviewer to contact that person. Do not to speak negatively of your past employer and try not to sound particularly worried about your status of being temporarily unemployed.

Finally, don't spend too much time reflecting on why you were let go or how you might have avoided it. Think positively, look to the future, and be sure to follow a careful plan during your job search.

THE COLLEGE STUDENT:
How to Conduct Your First Job Search

While you will be able to apply many of the basics covered earlier in this chapter to your job search, there are some situations unique to the college student's job search.

Gaining Experience

Perhaps the biggest problem college students face is lack of experience. Many schools have internship programs designed to give students exposure to the field of their choice, as well as the opportunity to make valuable contacts. Check out your school's career services department to see what internships are available. If your school does not have a formal internship program, or if there are no available internships that appeal to you, try contacting local businesses and offering your services -- often, businesses will be more than willing to have any extra pair of hands (especially if those hands are unpaid!) for a day or two each week. Or try contacting school alumni to see if you can "shadow" them for a few days, and see what their day-to-day duties are like. Either way, try to begin building experience as early as possible in your college career.

What do you do if, for whatever reason, you weren't able to get experience directly related to your desired career? First, look at your previous jobs and see if there's anything you can highlight. Did you supervise or train other employees? Did you reorganize the accounting system, or boost productivity in some way? Accomplishments like these demonstrate leadership, responsibility, and innovation -- qualities that most companies look for in employees. And don't forget volunteer activities and school clubs, which can also showcase these traits.

THE GPA QUESTION

You are interviewing for the job of your dreams. Everything is going well: You've established a good rapport, the interviewer seems impressed with your qualifications, and you're almost positive the job is yours. Then you're asked about your GPA, which is pitifully low. Do you tell the truth and watch your dream job fly out the window?

Never lie about your GPA (they may request your transcript, and no company will hire a liar). You can, however, explain if there is a reason you don't feel your grades reflect your abilities, and mention any other impressive statistics. For example, if you have a high GPA in your major, or in the last few semesters (as opposed to your cumulative college career), you can use that fact to your advantage.

On-Campus Recruiting

Companies will often send recruiters to interview on-site at various colleges. This gives students a chance to get interviews at companies that may not have interviewed them otherwise, particularly if the company schedules "open" interviews, in which the only screening process is who is first in line at the sign-ups. Of course, since many more applicants gain interviews in this format, this also means that many more people are rejected. The on-campus interview is generally a screening interview, to see if it is worth the company's time to invite you in for a second interview. So do everything possible to make yourself stand out from the crowd.

The first step, of course, is to check out any and all information your school's career center has on the company. If the information seems out of date, call the company's headquarters and ask to be sent the latest annual report, or any other printed information.

Many companies will host an informational meeting for interviewees, often the evening before interviews are scheduled to take place. DO NOT MISS THIS MEETING. The recruiter will almost certainly ask if you attended. Make an effort to stay after the meeting and talk with the company's representatives. Not only does this give you an opportunity to find out more information about both the company and the position, it also makes you stand out in the recruiter's mind. If there's a particular company that you had your heart set on, but you weren't able to get an interview with them, attend the information session anyway. You may be able to convince the recruiter to squeeze you into the schedule. (Or you may discover that the company really isn't suited for you after all.)

Try to check out the interview site beforehand. Some colleges may conduct "mock" interviews that take place in one of the standard interview rooms. Or you may be able to convince a career counselor (or even a custodian) to let you sneak a peek during off-hours. Either way, having an idea of the room's setup will help you to mentally prepare.

Be sure to be at least 15 minutes early to the interview. The recruiter may be running ahead of schedule, and might like to take you early. But don't be surprised if previous interviews have run over, resulting in your 30-minute slot being reduced to 20 minutes (or less). Don't complain; just use whatever time you do have as efficiently as possible to showcase the reasons *you* are the ideal candidate.

LAST WORDS

A parting word of advice. Again and again during your job search you will be rejected. You will be rejected when you apply for interviews. You will be rejected after interviews. For every job offer you finally receive, you probably will have been rejected a multitude of times. Don't let rejections slow you down. Keep reminding yourself that the sooner you go out and get started on your job search, and get those rejections flowing in, the closer you will be to obtaining the job you want.

RESUMES AND COVER LETTERS

When filling a position, a recruiter will often have 100-plus applicants, but time to interview only a handful of the most promising ones. As a result, he or she will reject most applicants after only briefly skimming their resumes.

Unless you have phoned and talked to the recruiter -- which you should do whenever you can -- you will be chosen or rejected for an interview entirely on the basis of your resume and cover letter. Your cover letter must catch the recruiter's attention, and your resume must hold it. (But remember -- a resume is no substitute for a job search campaign. *You* must seek a job. Your resume is only one tool.)

RESUME FORMAT:

Mechanics of a First Impression

The Basics

Recruiters dislike long resumes, so unless you have an unusually strong background with many years of experience and a diversity of outstanding achievements, keep your resume length to one page. If you must squeeze in more information than would otherwise fit, try using a smaller typeface or changing the margins.

Keep your resume on standard 8-1/2" x 11" paper. Since recruiters often get resumes in batches of hundreds, a smaller-sized resume may get lost in the pile. Oversized resumes are likely to get crumpled at the edges, and won't fit easily in their files.

First impressions matter, so make sure the recruiter's first impression of your resume is a good one. Print your resume on quality paper that has weight and texture, in a conservative color such as white, ivory, or pale gray. Use matching paper and envelopes for both your resume and cover letter.

Getting it on Paper

Modern photocomposition typesetting gives you the clearest, sharpest image, a wide variety of type styles, and effects such as italics, bold-facing, and book-like justified margins. It is also much too expensive for many jobseekers. And improvements in laser printers mean that a computer-generated resume can look just as impressive as one that has been professionally typeset.

A computer or word processor is the most flexible way to type your resume. This will allow you to make changes almost instantly and to store different drafts on disk. Word processing and desktop publishing systems also offer many different fonts to choose from, each taking up different amounts of space. (It is generally best to stay between 9-point and 12-point font size.) Many other options are also available, such as bold-facing for emphasis, justified margins, and the ability to change and manipulate spacing.

The end result, however, will be largely determined by the quality of the printer you use. You need at least "letter quality" type for your resume. Do not use a "near letter quality" or dot matrix printer. Laser printers will generally provide the best quality.

Household typewriters and office typewriters with nylon or other cloth ribbons are *not* good enough for typing your resume. If you don't have access to a quality word processor, hire a professional who can prepare your resume with a word processor or typesetting machine.

Don't make your copies on an office photocopier. Only the personnel office may see the resume you mail. Everyone else may see only a copy of it, and copies of copies quickly become unreadable. Either print out each copy individually, or take your resume to a professional copy shop, which will generally offer professionally-maintained, extra-high-quality photocopiers and charge fairly reasonable prices.

Proof with Care

Whether you typed it yourself or paid to have it produced professionally, mistakes on resumes are not only embarrassing, but will usually remove you from further consideration (particularly if something obvious such as your name is misspelled). No matter how much you paid someone else to type, write, or typeset your resume, *you* lose if there is a mistake. So proofread it as carefully as possible. Get a friend to help you. Read your draft aloud as your friend checks the proof copy. Then have your friend read aloud while you check. Next, read it letter by letter to check spelling and punctuation.

If you are having it typed or typeset by a resume service or a printer, and you can't bring a friend or take the time during the day to proof it, pay for it and take it home. Proof it there and bring it back later to get it corrected and printed.

The one piece of advice I give to everyone about their resume is: Show it to people, show it to people, show it to people. Before you ever send out a resume, show it to at least a dozen people.

-Cate Talbot Ashton,
Associate Director,
Career Services,
Colby College

If you wrote your resume on a word processing program, also use that program's built-in spell checker to double-check for spelling errors. But keep in mind that a spell checker will not find errors such as "to" for "two" or "wok" for "work." It's important that you still proofread your resume, even after it has been spell-checked.

Types of Resumes

The two most common resume formats are the functional resume and the chronological resume (examples of both types can be found at the end of this chapter). A functional resume focuses on skills and de-emphasizes job titles, employers, etc. A functional resume is best if you have been out of the work force for a long time and/or if you want to highlight specific skills and strengths that your most recent jobs don't necessarily reflect.

Choose a chronological format if you are currently working or were working recently, and if your most recent experiences relate to your desired field. Use reverse chronological order. To a recruiter your last job and your latest schooling are the most important, so put the last first and list the rest going back in time.

Organization

Your name, phone number, and a complete address should be at the top of your resume. Try to make your name stand out by using a slightly larger font size or all capital letters. Be sure to spell out everything -- never abbreviate St. for Street or Rd. for Road. If you are a college student, you should also put your home address and phone number at the top.

Next, list your experience, then your education. If you are a recent graduate, list your education first, unless your experience is more important than your education. (For example, if you have just graduated from a teaching school, have some business experience, and are applying for a job in business, you would list your business experience first.)

Keep everything easy to find. Put the dates of your employment and education on the left of the page. Put the names of the companies you worked for and the schools you attended a few spaces to the right of the dates. Put the city and state, or the city and country, where you studied or worked to the right of the page.

This is just one suggestion that may work for you. The important thing is simply to break up the text in some way that makes your resume visually attractive and easy to scan, so experiment to see which layout works best for your resume. However you set it up, stay consistent. Inconsistencies in fonts, spacing, or tenses will make your resume look sloppy. Also, be sure to use tabs to keep your information vertically lined up, rather than the less precise space bar.

RESUME CONTENT:

Say it with Style

Sell Yourself

You are selling your skills and accomplishments in your resume, so it is important to inventory yourself and know yourself. If you have achieved something, say so. Put it in the best possible light. But avoid subjective statements, such as "I am a hard worker" or "I get along well with my coworkers." Just stick to the facts.

While you shouldn't hold back or be modest, don't exaggerate your achievements to the point of misrepresentation. Be honest. Many companies will immediately drop an applicant from consideration (or fire a current employee) if inaccurate information is discovered on a resume or other application material.

Keep it Brief Write down the important (and pertinent) things you have done, but do it in as few words as possible. Your resume will be scanned, not read, and short, concise phrases are much more effective than long-winded sentences. Avoid the use of "I" when emphasizing your accomplishments. Instead, use brief phrases beginning with action verbs.

While some technical terms will be unavoidable, you should try to avoid excessive "technicalese." Keep in mind that the first person to see your resume may be a human resources person who won't necessarily know all the jargon -- and how can they be impressed by something they don't understand?

Also, try to keep your paragraphs at six lines or shorter. If you have more than six lines of information about one job or school, put it in two or more paragraphs. The shorter your resume is, the more carefully it will be examined. Remember: Your resume usually has between eight and 45 seconds to catch an employer's eye. So make every second count.

Job Objective A functional resume may require a job objective to give it focus. One or two sentences describing the job you are seeking can clarify in what capacity your skills will be best put to use.

Examples: An entry-level position in the publishing industry.
A challenging position requiring analytical thought and excellent writing skills.

Don't include a job objective in a chronological resume. Even if you are certain of exactly what type of job you desire, the presence of a job objective might eliminate you from consideration for other positions that a recruiter feels are a better match for your qualifications. But even though you may not put an objective on paper, having a career goal in mind as you write can help give your resume a sense of direction.

Work Experience Some jobseekers may choose to include both "Relevant Experience" and "Additional Experience" sections. This can be useful, as it allows the jobseeker to place more emphasis on certain experiences and to de-emphasize others.

Emphasize continued experience in a particular job area or continued interest in a particular industry. De-emphasize irrelevant positions. Delete positions that you held for less than four months (unless you are a very recent college grad or still in school). Stress your results, elaborating on how you contributed in your previous jobs. Did you increase sales, reduce costs, improve a product, implement a new program? Were you promoted? Use specific numbers (i.e., quantities, percentages, dollar amounts) whenever possible.

Mention all relevant responsibilities. Be specific, and slant your past accomplishments toward the position that you hope to obtain. For example, do you hope to supervise people? If so, then state how many people, performing what function, you have supervised.

Education

Keep it brief if you have more than two years of career experience. Elaborate more if you have less experience. If you are a recent grad with two or more years of college, you may choose to include any high school activities that are directly relevant to your career. If you've been out of school for awhile, list post-secondary education only.

Mention degrees received and any honors or special awards. Note individual courses or research projects you participated in that might be relevant for employers. For example, if you are an English major applying for a position as a business writer, be sure to mention any business or economics courses.

USE ACTION VERBS

How you write your resume is just as important as *what* you write. The strongest resumes use short phrases beginning with action verbs. Below are a few action verbs you may want to use. (This list is not all-inclusive.)

achieved
administered
advised
analyzed
arranged
assembled
assisted
attained
budgeted
built
calculated
collaborated
collected
compiled
completed
computed
conducted
consolidated
constructed
consulted
controlled
coordinated
created
designed
determined
developed
devised
directed
discovered
distributed
eliminated
established
evaluated
examined
executed
expanded
expedited
facilitated
formulated
founded
generated
headed
identified
implemented
improved
increased
initiated
installed
instituted
instructed
integrated
interpreted
interviewed
invented
launched
maintained
managed
marketed
mediated
monitored
negotiated
obtained
operated
ordered
organized
participated
performed
planned
prepared
presented
processed
produced
proposed
provided
published
purchased
reduced
regulated
reorganized
represented
researched
resolved
restored
restructured
revised
scheduled
selected
served
sold
solved
streamlined
studied
supervised
supplied
supported
tested
trained
updated
upgraded
wrote

Highlight Impressive Skills Be sure to mention any computer skills you may have. You may wish to include a section entitled "Additional Skills" or "Computer Skills," in which you list any software programs you know. An additional skills section is also an ideal place to mention fluency in a foreign language.

Personal Data This section is optional, but if you choose to include it, keep it very brief (two lines maximum). A one-word mention of hobbies such as fishing, chess, baseball, cooking, etc., can give the person who will interview you a good way to open up the conversation. It doesn't hurt to include activities that are unusual (fencing, bungee jumping, snake-charming) or that somehow relate to the position or the company you're applying to (for instance, if you are a member of a professional organization in your industry). Never include information about your age, health, physical characteristics, marital status, or religious affiliation.

References The most that is needed is the sentence, "References available upon request," at the bottom of your resume. If you choose to leave it out, that's fine.

HIRING A RESUME WRITER:

Is it the Right Choice for You?

If you write reasonably well, it is to your advantage to write your own resume. Writing your resume forces you to review your experience and figure out how to explain your accomplishments in clear, brief phrases. This will help you when you explain your work to interviewers.

If you write your resume, everything will be in your own words -- it will sound like you. It will say what you want it to say. If you are a good writer, know yourself well, and have a good idea of which parts of your background employers are looking for, you should be able to write your own resume better than anyone else can. If you decide to write your resume yourself, have as many people review and proofread it as possible. Welcome objective opinions and other perspectives.

> **Those things [marital status, church affiliations, etc.] have no place on a resume. Those are illegal questions, so why even put that information on your resume?**
>
> -Becky Hayes, Career Counselor
> Career Services, Rice University

When to Get Help If you have difficulty writing in "resume style" (which is quite unlike normal written language), if you are unsure of which parts of your background you should emphasize, or if you think your resume would make your case better if it did not follow one of the standard forms outlined either here or in a book on resumes, then you should consider having it professionally written.

There are two reasons even some professional resume writers we know have had their resumes written with the help of fellow professionals. First, they may need the help of someone who can be objective about their background, and second, they may want an experienced sounding board to help focus their thoughts.

If You Hire a Pro

The best way to choose a writer is by reputation -- the recommendation of a friend, a personnel director, your school placement officer, or someone else knowledgeable in the field.

Important questions:

- "How long have you been writing resumes?"
- "If I'm not satisfied with what you write, will you go over it with me and change it?"
- "Do you charge by the hour or a flat rate?"

There is no sure relation between price and quality, except that you are unlikely to get a good writer for less than $50 for an uncomplicated resume and you shouldn't have to pay more than $300 unless your experience is very extensive or complicated. There will be additional charges for printing.

Few resume services will give you a firm price over the phone, simply because some resumes are too complicated and take too long to do for a predetermined price. Some services will quote you a price that applies to almost all of their customers. Once you decide to use a specific writer, you should insist on a firm price quote before engaging their services. Also, find out how expensive minor changes will be.

COVER LETTERS:

Quick, Clear, and Concise

Always mail a cover letter with your resume. In a cover letter you can show an interest in the company that you can't show in a resume. You can also point out one or two skills or accomplishments the company can put to good use.

Make it Personal

The more personal you can get, the better. If someone known to the person you are writing has recommended that you contact the company, get permission to include his/her name in the letter. If you have the name of a person to send the letter to, address it directly to that person (after first calling the company to verify the spelling of the person's name, correct title, and mailing address). Be sure to put the person's name and title on both the letter and the envelope. This will ensure that your letter will get through to the proper person, even if a new person now occupies this position. But even if you don't have a contact name and are simply addressing it to the "Personnel Director" or the "Hiring Partner," definitely send a letter.

Type cover letters in full. Don't try the cheap and easy ways, like using a computer mail merge program, or photocopying the body of your letter and typing in the inside address and salutation. You will give the impression that you are mailing to a host of companies and have no particular interest in any one.

Cover letter do's and don'ts

- *Do* keep your cover letter brief and to the point.
- *Do* be sure it is error-free.
- *Don't* just repeat information verbatim from your resume.
- *Don't* overuse the personal pronoun "I."
- *Don't* send a generic cover letter -- show your personal knowledge of and interest in that particular company.
- *Do* accentuate what you can offer the company, not what you hope to gain from them.

FUNCTIONAL RESUME

(Prepared on a word processor

and laser printed.)

PENELOPE FRANCES PANZ
430 Miller's Crossing
Essex Junction VT 05452
802/555-9354

Objective

A position as a graphic designer commensurate with my acquired skills and expertise.

Summary

Extensive experience in plate making, separations, color matching, background definition, printing, mechanicals, color corrections, and personnel supervision. A highly motivated manager and effective communicator. Proven ability to:

- **Create Commercial Graphics**
- **Produce Embossed Drawings**
- **Color Separate**
- **Control Quality**
- **Resolve Printing Problems**
- **Analyze Customer Satisfaction**

Qualifications

Printing:
Knowledgeable in black and white as well as color printing. Excellent judgment in determining acceptability of color reproduction through comparison with original. Proficient at producing four- or five-color corrections on all media, as well as restyling previously reproduced four-color artwork.

Customer Relations:
Routinely work closely with customers to ensure specifications are met. Capable of striking a balance between technical printing capabilities and need for customer satisfaction through entire production process.

Specialties:
Practiced at creating silk screen overlays for a multitude of processes including velo bind, GBC bind, and perfect bind. Creative design and timely preparation of posters, flyers, and personalized stationery.

Personnel Supervision:
Skillful at fostering atmosphere that encourages highly talented artists to balance high-level creativity with maximum production. Consistently meet or beat production deadlines. Instruct new employees, apprentices, and students in both artistry and technical operations.

Experience

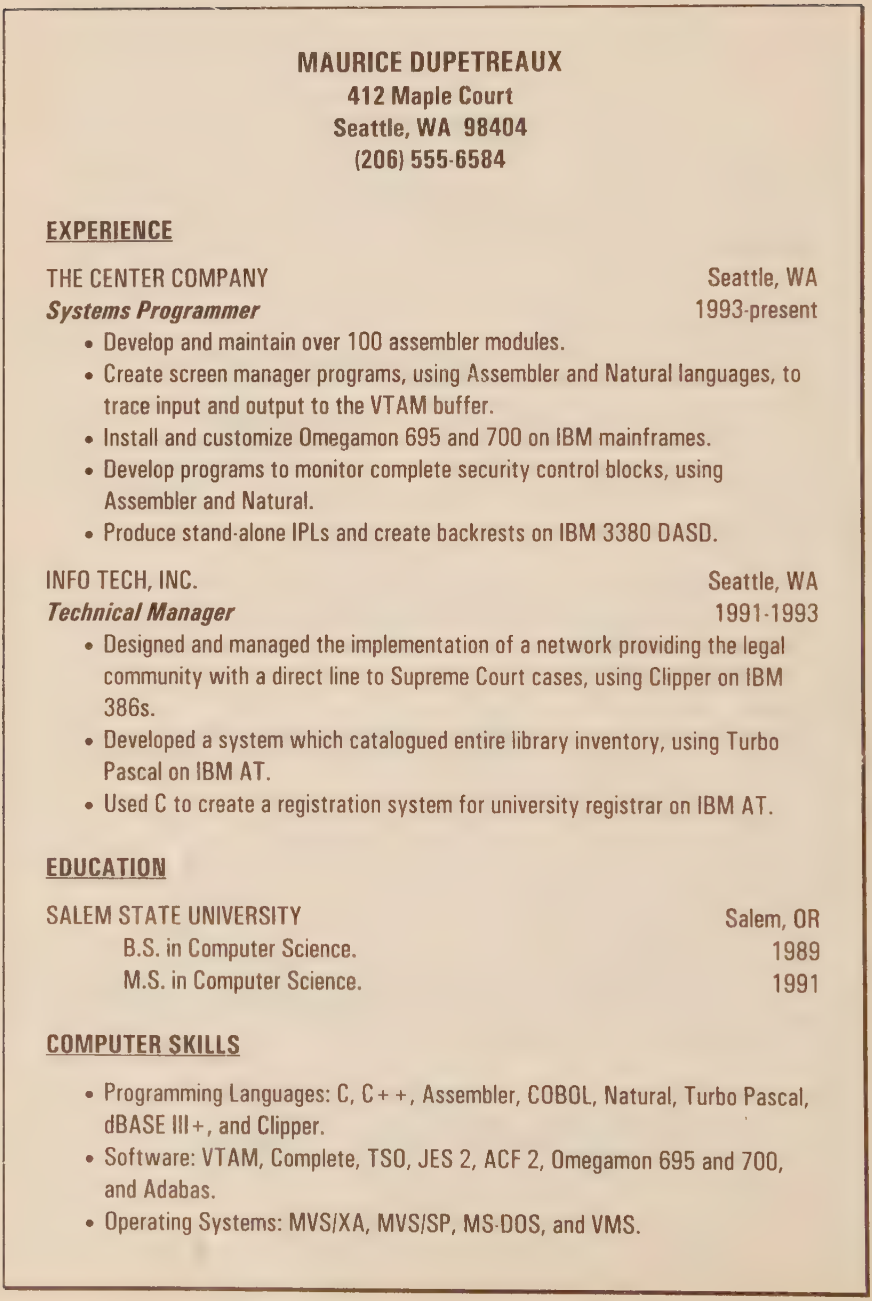
Graphic Arts Professor, University of Vermont, Burlington VT (1987-1993).
Manager, Design Graphics, Barre VT (1993-present).

Education

Massachusetts Conservatory of Art, Ph.D. 1987
University of Massachusetts, B.A. 1984

CHRONOLOGICAL RESUME

(Prepared on a word processor
and laser printed.)



MAURICE DUPETREAUX
412 Maple Court
Seattle, WA 98404
(206) 555-6584

EXPERIENCE

THE CENTER COMPANY — Seattle, WA
Systems Programmer — 1993-present

- Develop and maintain over 100 assembler modules.
- Create screen manager programs, using Assembler and Natural languages, to trace input and output to the VTAM buffer.
- Install and customize Omegamon 695 and 700 on IBM mainframes.
- Develop programs to monitor complete security control blocks, using Assembler and Natural.
- Produce stand-alone IPLs and create backrests on IBM 3380 DASD.

INFO TECH, INC. — Seattle, WA
Technical Manager — 1991-1993

- Designed and managed the implementation of a network providing the legal community with a direct line to Supreme Court cases, using Clipper on IBM 386s.
- Developed a system which catalogued entire library inventory, using Turbo Pascal on IBM AT.
- Used C to create a registration system for university registrar on IBM AT.

EDUCATION

SALEM STATE UNIVERSITY — Salem, OR
B.S. in Computer Science. — 1989
M.S. in Computer Science. — 1991

COMPUTER SKILLS

- Programming Languages: C, C++, Assembler, COBOL, Natural, Turbo Pascal, dBASE III+, and Clipper.
- Software: VTAM, Complete, TSO, JES 2, ACF 2, Omegamon 695 and 700, and Adabas.
- Operating Systems: MVS/XA, MVS/SP, MS-DOS, and VMS.

FUNCTIONAL RESUME

(Prepared on an office-
quality typewriter)

LORRAINE AVAKIAN
70 Monback Avenue
Oshkosh, WI 54901
(608) 586-1243

OBJECTIVE:
To contribute over eight years of experience in promotion, communications, and administration to an entry-level position in advertising.

SUMMARY OF QUALIFICATIONS:

- Performed advertising duties for small business.
- Experience in business writing and communications skills.
- General knowledge of office management.
- Demonstrated ability to work well with others, in both supervisory and support staff roles.
- Type 75 words per minute.

SELECTED ACHIEVEMENTS AND RESULTS:

Promotion:
Composing, editing, and proofreading correspondence and PR materials for own catering service. Large-scale mailings.

Communication:
Instruction; curriculum and lesson planning; student evaluation; parent-teacher conferences; development of educational materials. Training and supervising clerks.

Computer Skills:
Proficient in MS Word, Lotus 1-2-3, Excel, and Filemaker Pro.

Administration:
Record-keeping and file maintenance. Data processing and computer operations, accounts receivable, accounts payable, inventory control, and customer relations. Scheduling, office management, and telephone reception.

WORK HISTORY:
Teacher; Self-Employed (owner of catering service); Floor Manager; Administrative Assistant; Accounting Clerk.

EDUCATION:
Beloit College, Beloit, WI, BA in Education, 1987

CHRONOLOGICAL RESUME

(Prepared on a word processor
and laser printed)

T. WILLIAM MAGUIRE
16 Charles Street
Marlborough CT 06447
203/555-9641

EDUCATION

Keene State College, Keene NH
Bachelor of Arts in Elementary Education, 1995
- Graduated *magna cum laude*
- English minor
- Kappa Delta Pi member, inducted 1993

EXPERIENCE

September 1995-Present

Elmer T. Thienes Elementary School, Marlborough CT
Part-time Kindergarten Teacher
- Instruct kindergartners in reading, spelling, language arts, and music.
- Participate in the selection of textbooks and learning aids.
- Organize and supervise class field trips and coordinate in-class presentations.

Summers 1993-1995

Keene YMCA, Youth Division, Keene NH
Child-care Counselor
- Oversaw summer program for low-income youth.
- Budgeted and coordinated special events and field trips, working with Program Director to initiate variations in the program.
- Served as Youth Advocate in cooperation with social worker to address the social needs and problems of participants.

Spring 1995

Wheelock Elementary School, Keene NH
Student Teacher
- Taught third-grade class in all elementary subjects.
- Designed and implemented a two-week unit on Native Americans.
- Assisted in revision of third-grade curriculum.

Fall 1994

Child Development Center, Keene NH
Daycare Worker
- Supervised preschool children on the playground and during art activities.
- Created a "Peter Rabbit Corner," where children could quietly look at books or take a voluntary "time-out."

ADDITIONAL INTERESTS

Martial arts, skiing, politics, reading, writing.

GENERAL MODEL FOR A COVER LETTER

Your mailing address
Date

Contact's name
Contact's title
Company
Company's mailing address

Dear Mr./Ms. __________:

Immediately explain why your background makes you the best candidate for the position that you are applying for. Describe what prompted you to write (want ad, article you read about the company, networking contact, etc.). Keep the first paragraph short and hard-hitting.

Detail what you could contribute to this company. Show how your qualifications will benefit this firm. Describe your interest in the corporation. Subtly emphasizing your knowledge about this firm and your familiarity with the industry will set you apart from other candidates. Remember to keep this letter short; few recruiters will read a cover letter longer than half a page.

If possible, your closing paragraph should request specific action on the part of the reader. Include your phone number and the hours when you can be reached. Mention that if you do not hear from the reader by a specific date, you will follow up with a phone call. Lastly, thank the reader for their time, consideration, etc.

Sincerely,

(signature)

Your full name (typed)

Enclosure (use this if there are other materials, such as your resume,
that are included in the same envelope)

SAMPLE COVER LETTER

16 Charles Street
Marlborough CT 06447
March 16, 1996

Ms. Lia Marcusson
Assistant Principal
Jonathon Daniels Elementary School
43 Mayflower Drive
Keene NH 03431

Dear Ms. Marcusson:

Janet Newell recently informed me of a possible opening for a third grade teacher at Jonathon Daniels Elementary School. With my experience instructing third-graders, both in schools and in summer programs, I feel I would be an ideal candidate for the position. Please accept this letter and the enclosed resume as my application.

Jonathon Daniels' educational philosophy that every child can learn and succeed interests me, since it mirrors my own. My current position at Elmer T. Thienes Elementary has reinforced this philosophy, heightening my awareness of the different styles and paces of learning and increasing my sensitivity toward special needs children. Furthermore, as a direct result of my student teaching experience at Wheelock Elementary School, I am comfortable, confident, and knowledgeable working with third-graders.

I look forward to discussing the position and my qualifications for it in more detail. I can be reached at 203/555-9641 evenings or 203/555-0248 weekdays. If I do not hear from you before Tuesday of next week, I will call to see if we can schedule a time to meet. Thank you for your time and consideration.

Sincerely,

Bill Maguire

T. William Maguire

Enclosure

GENERAL MODEL FOR A FOLLOW-UP LETTER

Your mailing address
Date

Contact's name
Contact's title
Company
Company's mailing address

Dear Mr./Ms.__________:

Remind the interviewer of the reason (i.e., a specific opening, an informational interview, etc.) you were interviewed, as well as the date. Thank him/her for the interview, and try to personalize your thanks by mentioning some specific aspect of the interview.

Confirm your interest in the organization (and in the opening, if you were interviewing for a particular position). Use specifics to re-emphasize that you have researched the firm in detail and have considered how you would fit into the company and the position. This is a good time to say anything you wish you had said in the initial meeting. Be sure to keep this letter brief; a half-page is plenty.

If appropriate, close with a suggestion for further action, such as a desire to have an additional interview, if possible. Mention your phone number and the hours that you can be reached. Alternatively, you may prefer to mention that you will follow up with a phone call in several days. Once again, thank the person for meeting with you, and state that you would be happy to provide any additional information about your qualifications.

Sincerely,

(signature)

Your full name (typed)

COVER LETTER BLUNDERS TO AVOID

There are certain errors that promise to overshadow a jobseeker's hard work. From typographical mishaps to erroneous employer information, *all* mistakes have a negative impact on the application process. Serious errors will land a cover letter in the wastebasket. Be forewarned: carefully read and reread your work.

The following list outlines some of the most common cover letter mistakes and more importantly, suggests ways to correct them. These examples have been adapted from real-life cover letters gathered during the course of research. Although some of these blunders may seem obvious, they occur far more often than not. Needless to say, none of the inquiries that included these mistakes met with positive results.

① **Unrelated career goals:** Your cover letter should be tailored to the specific position for which you are applying. A hiring manager is only interested in what you can do for the company. Your letter should convey a genuine interest in the position and a long-term pledge to fulfilling its duties. Consider the difference between these two real-life examples:

Example A (wrong way): "While my true goal is to become a professional dancer, I am exploring the option of taking on proofreading work while continuing to train for the Boston Ballet's next audition."

Example B (right way): "I am very interested in this proofreading position, and I am confident of my ability to make a contribution to your staff."

② **Comparisons and clichés:** Avoid obvious comparisons and overused clichés; such expressions distract from the letter's purpose: to highlight the most impressive skills and accomplishments.

Here are a few real-life blunders: "My word processor runs like the wind," "I am a people person," "Teamwork is my middle name," "Your company is known as the crème de la crème of accounting firms," "I am as smart as a whip," "Among the responses you receive for this position, I hope my qualifications make me leader of the pack." Remember to adopt a formal, businesslike writing style.

③ **Wasted space:** Since cover letters are generally only four paragraphs long, every word of every sentence should be directly related to your purpose for writing. In other words, if you are applying for a position as a chemist, include only those skills and experiences most applicable to the field of chemistry. Any other information weakens the application. Some real-life blunders include:

Example: "As my enclosed resume reveals, I possess the technical experience and educational background to succeed as your newest civil engineer. In addition, I am a certified gymnastics instructor who has won several local competitions."

Example: "I am writing in response to your advertisement for an accounting clerk. Currently, I am finishing an associate's degree at Fisher Junior College. My courses have included Medieval Architecture, Film Theory, American History before 1900, and Nutrition."

④ **Form letters:** Mass mailings, in which a general form letter is sent to a large number of employers, are not recommended. This approach does not allow for personalization of each application. Every cover letter you write should be tailored to the position sought and demonstrate both commitment to a specific industry and familiarity with each particular employer. Mass mailings may indicate a lack of interest in joining an organization.

In one real-life mass mailing mishap, the candidate created a form letter with blank spaces where he penned in the employer's name and position for which he was applying. Another applicant who was indecisive about her field of interest created a list of possible positions in her letter. She then circled the most appropriate job description depending on the targeted company. Even if you avoid such obvious faux pas, there are still certain formats and phrases that signal to an employer that a form letter is being used. Play it safe, and avoid mass mailings altogether.

⑤ **Inappropriate stationery:** White and ivory are the only acceptable paper colors for a cover letter. Standard office stationery is recommended; steer clear of transparent typing paper or personal stationery.

In any case, the stationery should not distract from the contents of your cover letter. A cat enthusiast who applied to our company enhanced her letter with several images of her favorite felines. A musician applying for an office position sent a letter decorated with a border of musical notes and instruments. Remember, do not rely on graphics to improve your cover letter; let your qualifications speak for themselves.

⑥ **Erroneous company information:** What company would want to hire a candidate who confuses company's products and services or misquotes recent corporate news? To avoid such errors, be sure to verify the accuracy of any company information mentioned in your cover letter. On the other hand, if you haven't researched a company, do not bluff. Statements like "I know something about your company" or "I am familiar with your products" signal to an employer that you haven't done your homework.

When citing information about a company, be specific. The following is an example of an effective way to use company information in your cover letter. "I have been following Any Corporation's growth for many months and I was excited to learn of your recent acquisition of C&M, Inc."

⑦ **Desperation:** In cover letters, you should sound determined, not desperate. While employers appreciate enthusiasm, they may be turned off by a desperate plea for employment. A fine line often separates the two. Here are a few blunders to avoid: "I am desperately eager to start, as I have been out of work for six months," "Please call today! I'll be waiting by the phone," "I really, really need this job to pay off medical bills." In one letter we came across, the candidate even dramatically enlarged the type of this closing statement, "I AM VERY BADLY IN NEED OF MONEY!"

THE BEST AND WORST WAYS TO FIND A JOB

You may be surprised to learn that some of the most popular job search methods are not successful for the majority of the people who use them. This chapter offers a chance to take a look at the real value of the services and techniques at your disposal.

EMPLOYMENT AGENCIES

Employment agencies are commissioned by employers to find qualified candidates for job openings. However, the agency's main responsibility is to meet the needs of the employer -- not to find a suitable job for the candidate.

This is not to say that employment agencies should be ruled out altogether. There are employment agencies specializing in specific industries that can be useful for experienced professionals. However, employment agencies are not a good choice for entry-level jobseekers. They often try to steer inexperienced candidates in an unwanted direction and frequently place overqualified candidates in clerical positions.

If you decide to register with an agency, your best bet is to find one that is recommended by a friend or associate. Barring that, names of agencies can be found in *The JobBank Guide to Employment Services 1996-1997* (Adams Media Corporation, 1995), found in your local public library. Or you may contact:

National Association of Personnel Services (NAPS)
3133 Mount Vernon Avenue
Alexandria VA 22305
703/684-0180

Be aware that there are an increasing number of bogus employment service firms, usually advertising in newspapers and magazines. These companies promise even inexperienced jobseekers top salaries in exciting careers -- all for a sizable fee. Others use expensive 900 numbers that jobseekers are encouraged to call. Unfortunately, most people find out too late that the jobs they have been promised do not exist.

As a general rule, most legitimate employment agencies will never guarantee a job and will not seek payment until after the candidate has been placed. Even so, every agency you are interested in should be checked out with the local chapter of the Better Business Bureau (BBB). Find out if the agency is licensed and has been in business for a reasonable amount of time. See if any valid complaints have been registered against the agency recently and if the firm has been responsive to these complaints.

If everything checks out with the BBB, call the firm to find out if it specializes in your area of expertise and how it will go about marketing your qualifications. After you have selected a few agencies (three to five is best), send each one a resume with a cover letter. Make a follow-up phone call a week or two later, and try to schedule an interview. Be prepared to take a battery of tests at the interview.

Above all, do not expect too much. Only a small percentage of all professional, managerial, and executive jobs are listed with these agencies, so they are not a terrific source of opportunities. Use them as an addition to your job search campaign, but focus your efforts on other, more promising methods.

EXECUTIVE SEARCH FIRMS

Also known as headhunters, these firms are somewhat similar to professional employment agencies. They seek out and screen candidates for high-paying executive and managerial positions and are paid by the employer. Unlike employment agencies, they typically approach viable candidates directly, rather than waiting for candidates to approach them. Many prefer to deal with already employed candidates and will not accept "blind" inquires from job hunters.

These organizations are not licensed, so if you decide to go with an executive search firm, make sure it has a solid reputation. Names of search firms can be found in *The JobBank Guide to Employment Services* or by contacting the following:

Association of Executive Search Consultants (AESC)
500 5th Avenue
Suite 930
New York NY 10110
212/398-9556

American Management Association (AMA)
Management Services Department
135 West 50th Street
New York NY 10020
212/586-8100

As with employment agencies, do not let an executive search firm become a critical element of your job search campaign -- no matter how encouraging it may sound.

TEMPORARY AGENCIES

Temporary or "temp" agencies can be a viable option. Usually these agencies specialize in clerical and support work but it's becoming increasingly common to find temporary assignments in other areas like accounting or computer programming. Working on temporary assignment will provide you with additional income during your job search and will add experience to your resume. It may also provide valuable business contacts or lead to job opportunities.

Temporary agencies are listed in your local telephone directory. Send a resume and cover letter and call to schedule an interview. Be prepared to take a number of tests at the interview.

NEWSPAPER CLASSIFIED ADS

Contrary to popular belief, newspaper classified ads are *not* a good source of opportunities for job hunters. Few people find jobs, although many spend a tremendous amount of time and effort pouring through newspaper after newspaper.

Only a small percentage of all job openings are advertised in classified ads. Unfortunately, so many applicants respond to these ads that the competition is extremely fierce. Even if your qualifications are good, your chances of getting an interview are not. If you use classified ads as a source for seeking employment, be sure to focus only a small portion of your job search efforts in this direction.

"BLIND" ADS

"Blind" ads are newspaper advertisements that do not identify the employer. Jobseekers are usually instructed to send their resumes to a post office box number. Although they may seem suspicious, "blind" ads can be a source of legitimate job opportunities. A firm may choose to run "blind" advertisements because it does not wish to be deluged with phone calls, or it may be trying to replace someone who has not been terminated yet.

JOB COUNSELING SERVICES

Most states have an employment service (sometimes called the Job Service), which provides career counseling and job placement assistance. Your local city or town may also offer job counseling services. Check your local phone book for the nearest office. Or try writing:

National Board for Certified Counselors
3D Terrace Way
Greensboro NC 27403
910/547-0607

You may also wish to consult *The JobBank Guide to Employment Services*, which lists career counseling services, as well as executive search firms, employment agencies, and temporary help services located throughout the United States.

NONPROFIT AGENCIES

It may be worthwhile to find out what services are provided by nonprofit agencies in the local community. Many of these organizations offer counseling, career development, and job placement services to specific groups such as women and minorities. Also, try contacting the national organizations below for information on career planning, job training, and other employment-related topics.

For Women:

U.S. Department of Labor
Women's Bureau
200 Constitution Avenue NW
Washington DC 20210
202/219-6606

Wider Opportunities for Women
815 15th Street NW
Suite 916
Washington DC 20005
202/638-3143

For Minorities:

NAACP
Attn: Job Services
4805 Mount Hope Drive
Baltimore MD 21215-3197
410/358-8900

National Urban League
Employment Department
500 East 62nd Street
New York NY 10021
212/310-9000

National Urban League
Washington Operations
1111 14th Street NW
6th Floor
Washington DC 20005
202/898-1604

For the Blind:

Job Opportunities for the Blind Program
National Federation for the Blind
1800 Johnson Street
Baltimore MD 21230
800/638-7518

For the Physically Challenged:

President's Committee on Employment of People with Disabilities
1331 F Street NW
Third Floor
Washington DC 20004-1107
202/376-6200

COLLEGE CAREER CENTERS

If you're a recent college graduate, your school's career center is a great place for you to start your job search. Your college career center can help you identify and evaluate your interests, work values, and skills. Most offer workshops on topics like job search strategy, resume writing, letter writing, and effective interviewing, or job fairs for meeting with prospective employers. Yours should also have a career resource library where you can find job leads and an alumni network to help you get started on networking.

Even if you've long since graduated, your college's career center may be able to provide you with valuable networking contacts. You should call to find out if your alma mater offers this or other services to alumni.

ELECTRONIC DATABASES

Electronic databases compile information on jobseekers to be scanned and searched by hiring companies. Databases may be the new wave for jobseekers of the future, but right now they are primarily used by college students and recent graduates, often with limited results.

These services usually charge between $30 and $50 to list a resume for one year. If you decide to go this route, be sure to make it only one small part of your job search plan.

DIRECT CONTACT

One of the best ways to find a job is by direct contact. Direct contact means introducing yourself to potential employers, usually by way of a resume and cover letter, without a prior referral. This type of “cold contact” can be very effective if done the right way. For more information, turn to the chapter entitled "The Basics of Job Winning."

NETWORKING

Another excellent method of finding work is through networking, a strategy that focuses primarily on developing a network of insider contacts. This is a great approach to use even if you do not have any professional contacts. Networking takes many forms; with a little skill and a lot of effort, it can be a very productive tool.

CD-ROM JOB SEARCH

Jobseekers who are looking for any edge they can find may want to check out the following selected CD-ROM products:

ADAMS JOBBANK
260 Center Street
Holbrook MA 02343
800/872-5627
The CD-ROM version of the best-selling *JobBank* series contains 17,000 detailed profiles of companies in all industries, 1,000 executive search firms, and 1,000 employment agencies. For most companies, you will find the name, address, company description, and key contact name. The database also lists commonly held positions and information on benefits for most companies. You can search the database by company name, state, industry, and job title. Calling itself a "total job search package," the CD-ROM also creates personalized resumes and cover letters and offers advice on job interviews, including over 100 sample interview questions and answers. *Adams JobBank* CD-ROM is for Windows® and Windows®95.

AMERICAN BIG BUSINESS DIRECTORY
5711 South 86th Circle
P.O. Box 37347
Omaha NE 68127
800/555-5211
American Big Business Directory has profiles of 160,000 privately and publicly held companies employing more than 100 people. The CD-ROM contains company descriptions which include company type, industry, products, and sales information. Also included are multiple contact names for each company, more than 340,000 in all. You can search the database by industry, SIC code, sales volume, employee size, or zip code.

AMERICAN MANUFACTURER'S DIRECTORY
5711 South 86th Circle
P.O. Box 37347
Omaha NE 68127
800/555-5211
Made by the same company that created *American Big Business Directory*, *American Manufacturer's Directory* lists over 531,000 manufacturing companies of all sizes and industries. The directory contains product and sales information, company size, and a key contact name for each company. The user can search by region, SIC code, sales volume, employee size, or zip code.

BUSINESS AMERICA ON CD-ROM
5711 South 86th Circle
P.O. Box 37347

Omaha NE 68127
800/555-5211
Also from the makers of *American Big Business Directory* and *American Manufacturer's Directory*, this CD-ROM contains information on 10 million U.S. companies. The profiles provide contact information and industry, as well as company size, in terms of both number of employees and sales volume. The profiles also indicate whether a company is public or private, as well as providing information about the company's products. There are a number of different search methods available, including key words, SIC code, geographic location, and number of employees.

CAREER SEARCH - INTEGRATED RESOURCE SYSTEM
21 Highland Circle
Needham MA 02194-3075
617/449-0312
Career Search is a database which contains listings for over 490,000 privately and publicly held companies. It has contact information, including names of human resource professionals or other executives, for companies of virtually all sizes, types, and industries. The extensive database can be searched by industry, company size, or region. This product is updated monthly.

COMPANIES INTERNATIONAL
835 Penobscot Building
645 Griswald Street
Detroit MI 48226
800/877-GALE
Produced by Gale Research Inc., this database is geared toward businesses and job hunters. The CD-ROM is compiled from *Ward's Business Directory* and the *World's Business Directory*, and contains information on more than 300,000 companies worldwide. You can find industry information, contact names, and number of employees. Also included is information on the company's products and revenues. The database can be searched by industry, company products, or geographic location.

CORPTECH DIRECTORY
12 Alfred Street, Suite 200
Woburn MA 01801-1915
800/333-8036
The *CorpTech Directory* on CD-ROM contains detailed descriptions of over 45,000 technology companies. It also lists the names and titles of nearly 155,000 executives -- CEOs, sales managers, R&D managers, and human resource professionals. Home page and e-mail addresses are also available. In addition to contact information, you can find detailed information about each company's products or services and annual sales revenues. The *CorpTech Directory* also lists not only the number of current employees, but also the number of employees twelve months previously. Some companies also list the number of employees they anticipate to have in one year, so you can get an idea of how

much a company expects to grow. You can search the database by type of company, geographic location, or sales revenue. Updated quarterly.

DISCOVERING CAREERS & JOBS PLUS
835 Penobscot Building
645 Griswald Street
Detroit MI 48226
800/877-GALE

A Gale Research Inc. CD-ROM containing both the *DISCovering Careers & Jobs* and *DISCovering Careers & Jobs Plus* software packages. This CD-ROM gives users contact information on more than 30,000 companies, with 5,000 in-depth profiles and 1,000 company-history essays. In addition, the product also provides profiles and application procedures for all major two- and four-year U.S. colleges and universities.

DUN & BRADSTREET MIDDLE MARKET DISC
3 Sylvan Way
Parsippany NJ 07074
800/526-0651

This CD-ROM contains 140,000 private middle market employers. The *Middle Market Disc* allows the user to search for companies by name, geography, industry, company size, and more. You can save certain selections for future use, create a hard copy, generate lists, and compile reports.

DUN & BRADSTREET MILLION DOLLAR DISC
3 Sylvan Way
Parsippany NJ 07074
800/526-0651

This CD-ROM can help locate top executives in a specific field or find employers by location, number of employees, and revenues. The disc consists of companies with either annual sales of over $5 million, or at least 100 employees. The *Million Dollar Disc* is updated four times per year.

DUN & BRADSTREET MILLION DOLLAR DISC PLUS
3 Sylvan Way
Parsippany NJ 07074
800/526-0651

This CD-ROM lists information on over 400,000 companies. Of these, about 90 percent are privately held, but all have at least $3 million in annual sales or at least 50 employees. The *Million Dollar Disc Plus* is a broad directory covering virtually every industry. The directory provides the number of employees, sales volume, name of the parent company, and corporate headquarters or branch locations. This product includes the names and titles of top executives, as well as biographical information, including education and career background. Searches can be done by location, industry, SIC code, executive names, or key words in the executive biographies. This directory is updated quarterly.

**ENCYCLOPEDIA OF ASSOCIATIONS:
NATIONAL ORGANIZATIONS OF THE U.S.**
835 Penobscot Building
645 Griswald Street
Detroit MI 48226
800/877-GALE
This consists of 23,000 national organizations' descriptions and contact information. You can search for data by association name, geographic location, and key words. This CD-ROM is available in both single- and multi-user formats.

GALE BUSINESS RESOURCES CD-ROM
835 Penobscot Building
645 Griswald Street
Detroit MI 48226
800/877-GALE
This contains statistics on over 200,000 businesses nationwide. You can search by company name, products, market share, and more. The CD-ROM contains detailed profiles on certain industries and covers the major companies in each industry. This product is available in both single- and multi-user formats.

GALE'S CAREER GUIDANCE SYSTEM
835 Penobscot Building
645 Griswald Street
Detroit MI 48226
800/877-GALE
This CD-ROM provides contact information, as well as the names of key personnel, for more than 210,000 potential employers. You can choose from among 250 job categories and 1,200 job titles for a more personalized search. The database can also be searched by SIC code. This annually updated directory also includes the full text of two federal government publications, the *Dictionary of Occupational Titles* and also the *Occupational Outlook Handbook.*

HARRIS INFOSOURCE INTERNATIONAL
2057 Aurora Road
Twinsburg OH 44087
800/888-5900
This directory of manufacturers profiles more than 300,000 companies. Although the majority of the companies listed are located in the United States, the directory also provides listings for some companies overseas. Besides contact information, you can find out the number of employees, plant size, and sales revenue. The database also contains the names and titles of over 600,000 top executives. This CD-ROM is updated annually and can be purchased in smaller regional or state editions.

HOOVER'S COMPANY AND INDUSTRY DATABASE ON CD-ROM
6448 Highway 290-E
Suite E-104
Austin TX 78723
512/454-7778
This CD-ROM contains *Hoover's Handbook of American Businesses*, *Hoover's Handbook of World Businesses*, and *Hoover's Handbook of Emerging Businesses*, as well as listings of various computer companies, media companies, and more. *Hoover's Company and Industry Database* contains 250,000 company profiles in 450 industries. This CD-ROM has three quarterly updates and is available in both single- and multi-user formats.

MARTINDALE-HUBBELL LAW DIRECTORY
121 Clanlon Road
New Providence NJ 07974
800/526-4902
As the name suggests, this is a directory consisting exclusively of the names of law firms and lawyers: over 900,000 in all. In addition to information regarding firms and practices, the database includes the biographies of all individual lawyers in the database. Thus, you can do searches by a variety of criteria, including area of practice, firm name, and law school attended. While it lists some foreign law firms, the database predominantly consists of firms in the U.S.

MOODY'S COMPANY DATA
99 Church Street
New York NY 10007
800/342-5647
Moody's Company Data is a CD-ROM which has detailed listings for over 10,000 publicly traded companies. In addition to information such as industry, company address, and phone and fax numbers, each listing includes the names and titles of its top officers, including the CEO, president, and vice president; company size; number of shareholders; corporate history; subsidiaries; and financial statements. You can conduct searches by region, SIC codes, industry, or earnings. This CD-ROM is updated monthly.

NATIONAL FAX DIRECTORY
835 Penobscot Building
645 Griswald Street
Detroit MI 48226
800/877-GALE
A directory of fax numbers for 250,000 businesses, the *National Fax Directory* gives the user access to 170,000 fax numbers for companies, associations, and government agencies. Information can be obtained alphabetically or by subject. This CD-ROM is updated annually.

STANDARD & POOR'S REGISTER
25 Broadway
New York NY 10004
800/221-5277
The CD-ROM version of this three-volume desk reference provides the same information as its printed companion. The database lists over 55,000 companies, including more than 12,000 public companies. In addition to contact information, which includes the names and titles of over 500,000 executives, you can find out about each company's primary and secondary sources of business, annual revenues, number of employees, parent company, and subsidiaries. When available, the *Standard & Poor's Register* also lists the names of banks, accounting firms, and law firms used by each company. Also, the directory provides biographies of more than 70,000 top executives, which include information such as directorships held and schools attended. There are 55 different search modes available on the database. You can search geographically, by zip code (either three- or five-digit), industry, SIC code, or stock symbol. You can also limit your search to only private or only public companies. This directory is updated quarterly.

WALKER'S CORPORATE DIRECTORY OF U.S. PUBLIC COMPANIES
835 Penobscot Building
645 Griswald Street
Detroit MI 48226
800/877-GALE
A directory of 9,500 publicly held U.S. corporations. The user can access each company's income, earnings per share, assets, stock exchange symbol, and more. Searches on business information are classified by company, SIC code, stock exchange, and more. This CD-ROM also allows the user to print company reports and labels.

ONLINE JOB SEARCH

The Computer Age is upon us and finding a job can be easier than ever thanks to the vast Information Superhighway. The Internet and the World Wide Web have put an end to combing through a maddening mass of Sunday newspapers looking for the perfect job. With the aid of a modem and an Internet service provider, newspapers, employer profiles, industry information, and more can be at your fingertips. You can post your resume and do a nationwide job search in one sitting.

Sometimes the hardest aspect of a search is knowing where and how to begin. One helpful guide to using the Internet for job hunting is Margaret F. Riley's *Employment Opportunities and Job Resources on the Internet*, which can be accessed on the World Wide Web at http://www.jobtrak.com/jobguide. *Catapult* is another great starting point, offering information such as tips on resume building. *Catapult* can be reached at http://www.wm.edu/catapult. An extremely helpful online guide to surfing the Net for employment, *1st Steps In The Hunt* provides job hunting tips and allows the user to connect to other great job sites. This site can be reached at http://www.interbiznet.com/hunt.

CAREER CITY
http://www.careercity.com
Industries: All
Search Location: Worldwide
One of the most comprehensive and helpful sites on the World Wide Web. *Career City* contains worldwide searches by key word, location, and industry for thousands of job openings. *Career City* also includes a wealth of beneficial information, including resume, cover letter, and interview tips from Adams career publications and career experts.

THE AT&T COLLEGE NETWORK
http://www.att.com/college
Industries: All
One of the most graphically pleasing and easy-to-use sites, *The AT&T College Network* offers a great deal of jobseeking data. Job listings, research source links, student services, job links, expert advice, and more make this one of the top locales for the college student or job hunting professional.

AMERICA'S JOB BANK
http://www.ajb.dni.us/index.html
Industries: All
Search Location: Nationwide
Offers a vast database, with over 250,000 employment opportunities.

THE BOSTON GLOBE HELP WANTEDS

http://www.globe.com/helpwanted/job/hwjob.html
Industries: All
Search Location: Boston and surrounding areas
Offers the help-wanted section of the *The Boston Globe* online. This site allows the browser to search for employment using the last two Sunday editions of *The Boston Globe*. You can search by industry and part-time or full-time employment. Another useful feature on this site is searching for internships. You can post your interests and availability for an internship, while companies have the opportunity to search for interns and the credentials that they are seeking. There is also a resume and cover letter development section, as well as interview tips.

THE BOSTON HERALD'S JOB FIND

http://www.bostonherald.com/jobfind
Industries: All
Search Location: New England and surrounding areas
This job hunter's site offers corporate profiles, career news, online resumes, and a job search.

BUSINESS-TO-BUSINESS MARKETING EXCHANGE

http://www.mba.wfu.edu/b2b.html
Industries: Marketing
A site offering job listings and contact names for professionals in the marketing field.

CAREER MAGAZINE

http://www.careermag.com/careermag
Industries: All
Career Magazine offers employer profiles, a directory of career consultants, a directory of executive recruiters, a resume bank, job openings, a career forum, and news and articles, including information from *The Wall Street Journal*'s *National Business Employment Weekly*.

CAREER MOSAIC

http://www.careermosaic.com
Industries: All
Produced by Bernard Hodes Advertising, this is currently one of the hottest job search sites. *Career Mosaic* contains an online job fair, a career resource center, resume posting, and a forum for college jobseekers. Surfing this site can prove fruitful, as this is one of the choice spots for businesses to post job openings.

CAREERPATH

http://www.careerpath.com
Industries: All
Search Location: Nationwide

An enormous site that you can visit to scan employment advertisements from seven of the nation's top newspapers. *CareerPath* consists of the complete Sunday want ad sections for the *Boston Globe*, *Chicago Tribune*, *Los Angeles Times*, *Philadelphia Inquirer*, *San Jose Mercury News*, *South Florida Sun-Sentinel*, and *Washington Post.* You can search these advertisements by newspaper, job category, and other key words.

CAREERWEB
http://www.cweb.com
Industries: All
Search Location: Worldwide
This site offers a database containing worldwide employers and franchisers. You can search by job, state, country, company, or key word. *CareerWEB* allows the user to search its library of employment publications and posts listings from the *Wall Street Journal*'s *National Business Employment Weekly.* "Jobmatch" allows you to fill out a form with your credentials and *CareerWEB* will match them with an employer seeking your qualifications. *CareerWEB* will also soon have a forum called the "Career Fair," which will allow users to chat with representatives from top corporations.

CHRONICLE OF HIGHER EDUCATION
http://chronicle.merit.edu/.ads/.links.html
Industries: Education
Search Location: Nationwide
This site provides job listings from the weekly published higher education newspaper *The Chronicle of Higher Education.* Listings are updated every Tuesday. You can seek information by geographic location or key words.

COLLEGE GRAD JOB HUNTER
http://www.collegegrad.com
Industries: All
A good site for recent college graduates offering interviewing tips, resume development and posting, job search preparation, and entry-level job opportunities. You can search for entry-level positions by key words.

DIRECT MARKETING WORLD'S JOB CENTER
http://www.dmworld.com
Industries: All
Search Location: Direct marketing
Posts professional job openings for the direct marketing industry. This site also provides a career reference library.

EMPLOYMENT EDGE
http://sensemedia.net/employment.edge
Industries: Accounting, auditing, engineering, legal, management, and computer programming

This site offers career fair calendars, salary guides, job search tips, resume posting, and more. You can browse through the employment database using key words.

ENTRY LEVEL JOB SEEKER ASSISTANT

http://www.utsi.edu:70/students

Industries: All

A directory for jobseekers who have never had a full-time, permanent position in their field or who have not yet been in the professional workforce for a year.

FEDERAL JOBS CENTRAL

http://www.fedjobs.com

Industries: Government

This resourceful site has only one drawback: Its services require a fee. Many jobseekers cannot afford to shell out cash for this service, but it just may be worth the monetary loss. *Federal Jobs Central* offers a subscription to a 64-page biweekly publication containing over 3,500 job listings; online listings that are accessible by occupation, salary, and location; and a service that pairs you with the precise job you are seeking.

FEDERAL JOBS DIGEST

http://www.jobsfed.com

Industries: Government

One of the best sites for jobseekers hoping to work for the government, this site offers federal jobs in fields such as engineering, medical, administration, management, secretarial, computer services, and law enforcement.

FEDWORLD

http://www.fedworld.gov

Industries: Government

Search Location: Nationwide

Provides employment information on approximately 3,000 federal government job opportunities, organized by state.

FLEET HOUSE CAREER MATCH

http://www.fleethouse.com/career

Industries: Engineering and information technology

Search Location: United States, Canada, Europe, and Asia

A joint effort from Fleet House Information Management Solutions and Wood and Associates, this site offers a low-cost service that matches employees with employers. Subscribers can post resumes and inquire about firms.

4WORK

http://www.4work.com

Industries: All

Search Location: Worldwide

This site lists worldwide *Fortune* 500 corporations. You can search through businesses by location, company, position, or key word. You can also locate certain internship and volunteer opportunities.

HELP WANTED-USA

http://www.webcom.com/-career/hwusa.html
Industries: All
Search Location: Nationwide

A division of Gonyea & Associates, Inc., this nationwide network of employer listings allows you to search by state, industry, or key word. *Help Wanted-USA* also offers a resume bank.

HOSPITALITY NET VIRTUAL JOB EXCHANGE

http://www.hospitalitynet.nl/job
Industries: Hospitality and lodging

Even though this site is just over a year old, it offers jobseeking hospitality professionals a chance to get ahead of the competition. This site has intership and job opportunities. It allows you to post your qualifications for other employers to search. *Hospitality Net Virtual Job Exchange* is still growing, but even in its early stages, it has much to offer.

INTELLIMATCH

http://www.intellimatch.com
Industries: All
Search Location: Worldwide

A service which matches jobseekers and employers. You can use *IntelliMatch* to create your resume, which you can then either print out or post on a worldwide database. This site also allows you to post your resume confidentially. The listings of hot jobs and the online career center include companies such as Hewlett-Packard, Mitsubishi, Oracle, Pitney Bowes, Silicon Graphics, and more.

THE INTERNET FASHION EXHANGE

http://www.fashionexch.com
Industries: Fashion and retail
Search location: Worldwide

An excellent place for those interested in apparel and retail. The extensive search engine allows you to search by job title, location, salary, product line, industry, and whether you want a permanent, temporary, or freelance position. This site is a rare find for the professional in this industry. *The Internet Fashion Exchange* also offers career and human resources services such as recruiting and outplacement firms that place fashion and retail professionals.

JOB SOURCE

http://jobsource.com
Industries: All
Search location: Nationwide

Every profession can benefit from a trip to this expansive site. *Job Source* offers a job search using key words, industry, or location. It also has employer profiles (alphabetically), a resume generator, employer of the week, and a career center offering articles, links, and various job-hunting resources.

JOB TRAK
http://www.jobtrak.com
Industries: All
College students and recent graduates will enjoy this site designed just for them. Used by over 200,000 employers, this site has over 2,100 new job openings posted each day. There are career fairs, job search suggestions, resumes online, job listings, top recruiters, and a guide to graduate schools. This site works with hundreds of college and university career centers and provides a search for both students and alumni to search their alma mater for job opportunities.

JOB WEB
http://www.jobweb.com
Industries: All
The *Job Web* offers a surplus of jobseeking options, such as career planning resources, job searches, industry information, and the opportunity to have your job search questions answered by human resource and career service professionals. You can peruse the company directory, job postings, internships, federal government positions, and more. The *Job Web* search engine allows Web surfers to comb through listings by key word, state, and location.

KAPLAN'S CAREER CENTER
http://www.kaplan.com/career
Industries: All
Kaplan's Career Center is a great place to start or enhance your job search. This site offers trade advice with fellow job hunters, career links, career counselors, resume and interview tips, and an amusing interview game online.

MARKETING CLASSIFIEDS ON THE INTERNET
http://www.marketingjobs.com
Industries: Marketing, sales, and advertising
Search Location: Nationwide
This is a marketing industry site offering job listings by state, resume posting, discussions with other marketing professionals, links to other career sites, and company home pages.

MEDSEARCH AMERICA
http://www.medsearch.com
Industries: Medical
A huge site geared for the medical professional and a definite "must see" for professionals seeking positions in this area, *Medsearch America* offers job searches, career forums, resume posting, recruiters' sites, listings of professional

associations, and employer profiles. Precise and extensive searches can be done by job category, association or company name, key word, or location.

THE MONSTER BOARD
http://www.monster.com
Industries: All
Search Location: Worldwide
ADION's dazzling graphics and over 55,000 job listings from 1,500 hot companies are found on *The Monster Board.* Whether you are going on a "Career Safari" or admiring the "Corporate Sphere," this is likely to be an enjoyable job search. The "Career Safari" offers an exhaustive career search, online resume posting, and employer profiles. The "Corporate Sphere" contains human resource information and employment success stories. Jobseekers specify key word searches by skill, job title, or criteria. Over 300 employer profiles are available, as well as information on job fairs and helpful job-hunting tips.

THE NATIONAL MULTIMEDIA ASSOCIATION OF AMERICA'S (NMAA) JOB BANKER
http://www.nmaa.org/jobbank.html
Industries: All
At this site you can search by key word, location, duration, commitment, and industry. If you only want to be placed for 6 months or if you simply desire to be a part-time worker in your field, NMAA's search engine will accommodate your request.

NONPROFIT JOBNET
http://www.nando.net/philant/philant.html
Industries: Nonprofit
The *Philanthropy Journal*'s site lists jobs in nonprofit associations and philanthropic occupations.

ONLINE CAREER CENTER
http://www.occ.com
Industries: All
Search Location: Nationwide
Internet surfers can find resume databases, job fair listings, electronic books and directories, and employment opportunities from over 300 United States companies. As one of the most sizzling sites on the Web, this is a prime area for you to post a resume.

STUDENTCENTER
http://www.studentcenter.com
Industries: All
A great resource for graduates or current college students, *StudentCenter* allows the surfer to browse a database of over 35,000 companies and 1,000 industries.

This highly informative site offers internship opportunities, career advice, tips on resume and cover letter building, resume construction, and a student forum.

UNEMPLOYED RADIO DJ'S

http://www.icnet.net/users/wwhite/urdjhome.htm
Industries: Broadcasting
Absolutely anyone wanting to gain a job in the broadcasting industry should at least visit this site for its links to trade magazines, radio stations, major record labels, and job postings. *Unemployed Radio DJ's* does not yet have a search engine to narrow the user's job search, but this site should not be overlooked.

VIRTUAL JOB FAIR

http://www.vjf.com
Industries: All
Search Location: Nationwide
This site offers job searches, a resume center, high-technology careers, career resources, and more. *Virtual Job Fair* allows you to search by job title, industry, location, or company.

YAHOO'S BUSINESS EMPLOYMENT

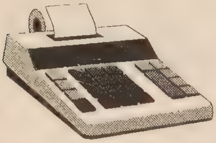
http://www.yahoo.com/Business/Employment
Industries: Business
This location uses the Yahoo search engine to connect to top business job sites.

ZDNET JOB DATABASE

http://www.zdnet.com/~zdi/jobs/jobs.html
Industries: High-Tech
Search Location: Nationwide
Ziff-Davis Interactive and ADION, in partnership with The Monster Board, offer this nationwide job search directory which allows you to search by state, industry, and position.

PRIMARY EMPLOYERS

ACCOUNTING AND MANAGEMENT CONSULTING



As the number of accounting graduates drops and the economy strengthens, all types of accounting professionals will benefit. According to the Bureau of Labor Statistics, the number of accounting jobs may grow by as much as 40 percent by the year 2005. A recent survey conducted by Robert Half International found that the best opportunities for accountants were in the financial, insurance, and real estate sector, followed by the retail and wholesale industries.

Even faster growth is projected for the management consulting industry, where the number of jobs is expected to grow almost three times faster than the rate for all industries. The increasing complexity of business will contribute to industry growth. Among other things, today's managers must worry about rapid technological innovations, changes in government regulations, growing environmental concerns, continuing reduction of trade barriers, and globalization of markets. Because it has become difficult to keep abreast of these changing conditions, corporations, institutions, and governments will increasingly need the aid of well-trained, well-informed management consulting professionals.

ARTHUR ANDERSEN & COMPANY
41 South High Street, #2001, Huntington Center OH 43215. 614/228-5651. **Contact:** Human Resources Department. **Description:** This location provides auditing and tax accounting services. Overall, Arthur Andersen & Company is a global provider of professional services in 74 countries, with over 72,000 personnel in 358 member offices. Business is conducted through two business units: Arthur Andersen for audit, tax, and other consulting services; and Andersen Consulting for systems integration, change management services, and advanced systems.

COOPERS & LYBRAND
100 East Broad Street, Suite 2100, Columbus OH 43215-3607. 614/225-8700. **Contact:** Human Resources. **Description:** Coopers & Lybrand provides a broad range of services in the areas of accounting and auditing, taxation, management consulting and actuarial, and benefits and compensation consulting. The firm operates over 100 offices in the United States and has 735 foreign offices.

DELOITTE & TOUCHE
250 East 5th Street, Suite 1900, Cincinnati OH 45202. 513/241-2450. **Contact:** Bill Batley, Human Resources Director. **Description:** An international firm of certified public accountants providing professional accounting, auditing, tax, and management consulting services to widely diversified clients. Deloitte & Touche has a specialized program consisting of 25 national industry groups and 50 functional (technical) groups that cross industry lines. Groups are involved in various disciplines including accounting, auditing, taxation, management advisory services, small and growing businesses, mergers and acquisitions, and computer applications. **Common positions include:** Accountant/Auditor. **Educational backgrounds include:** Accounting. **Benefits:** Dental Insurance; Life Insurance; Medical Insurance; Pension Plan; Savings Plan. **Corporate headquarters location:** Wilton CT. **Number of employees nationwide:** 15,800.

ERNST & YOUNG
1300 Chiquita Center, 250 East 5th Street, Cincinnati OH 45202. 513/621-6454. **Contact:** Alan Pikette, Personnel Department. **Description:** A certified public accounting firm that also provides

its clients with management consulting services. Ernst & Young operates more than 300 offices worldwide. The consulting staff is comprised of more than 1,000 consultants and support staff worldwide, involved in such fields as data processing, financial modeling, financial feasibility studies, production planning and inventory management, management sciences, health care planning, human resources, and cost accounting and budgeting systems. The company provides services to numerous industries, including health care, financial institutions, insurance, manufacturing, retailing, government, utilities, and transportation. **Corporate headquarters location:** New York NY. **Number of employees nationwide:** 8,500. **Number of employees worldwide:** 16,000.

ERNST & YOUNG
10 West Broad Street, Suite 2300, Columbus OH 43215-3400. 614/222-3900. **Contact:** Alan Pikette, Human Resources Department. **Description:** A certified public accounting firm that also provides its clients with management consulting services. Ernst & Young operates more than 300 offices worldwide. The consulting staff is comprised of more than 1,000 consultants and support staff worldwide, involved in such fields as data processing, financial modeling, financial feasibility studies, production planning and inventory management, management sciences, health care planning, human resources, and cost accounting and budgeting systems. The company provides services to numerous industries, including health care, financial institutions, insurance, manufacturing, retailing, government, utilities, and transportation. **Corporate headquarters location:** New York NY. **Number of employees nationwide:** 8,500. **Number of employees worldwide:** 16,000.

WILLIAM M. MERCER, INC.
10 West Broad Street, Suite 1100, Columbus OH 43215-3418. 614/227-5500. **Contact:** Joyce Coones, Personnel Manager. **Description:** Provides consulting services in the areas of pension, benefits, compensation, and human resources.

PAYCHEX INC.
5025 Braderton Avenue, Dublin OH 43017. 614/792-9922. **Contact:** Human Resources. **Description:** A payroll processing and payroll tax preparation company for small- to medium-sized businesses. Paychex has 94 branch and sales offices throughout the country.

PRICE WATERHOUSE
2200 Chemed Center, 255 East 5th Street, Cincinnati OH 45202-4798. 513/621-1900. **Contact:** Glen G. Vogel, Director of Human Resources. **Description:** A location of one of the nation's largest certified public accounting firms. Price Waterhouse provides public accounting, business advisory, management consulting, and taxation services.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

ACCOUNTING, AUDITING, AND BOOKKEEPING SERVICES

ADP-Automatic Data Processing
3201 Nicholasville Road,
Lexington KY 40503-3319.
606/272-6171.

Bass Inc.
2211 Arbor Blvd, Dayton OH
45439-1502. 513/293-5732.

Deloitte & Touche
155 E Broad St, Columbus OH
43215-3611. 614/221-1000.

Kentucky Medical Service Foundation Inc.
729 South Limestone Street,
Lexington KY 40508-3220.
606/288-2144.

Marnick Inc.
121 Lafayette Ave, Lexington KY
40502-1703. 606/255-9511.

BUSINESS CONSULTING SERVICES

Adcare Health Systems Inc.
5057 Troy Rd, Springfield OH
45502-8126. 513/964-8974.

Assured Health Systems
23 S Center St, Springfield OH
45502-1244. 513/322-8033.

ATE Management & Service
49 E 4th St, Cincinnati OH
45202-3803. 513/381-7424.

Carlson Marketing Group
2260 Arbor Blvd, Dayton OH
45439-1522. 513/298-0141.

Cass Logistics Inc.
2545 Farmers Dr, Columbus OH
43235-2705. 614/766-2277.

CT Corporation System
17 South High Street, Columbus
OH 43215-3413. 614/621-1919.

Didion & Associates
229 Huber Village Blvd,
Westerville OH 43081-3313.
614/890-0070.

Discovery
1317 East Broad Street,
Columbus OH 43205-1503.
614/258-3191.

Employee Benefit Management Corp.
4789 Rings Rd, Dublin OH
43017-1599. 614/766-5800.

Executive Resource Associates
10991 Hamilton Cleves Hwy,
Harrison OH 45030-9728.
513/738-0002.

Frank Gates Service Co.
P.O. Box 16580, Columbus OH
43216-6580. 614/793-8000.

Frequency Marketing Inc.
6101 Meijer Drive, Milford OH
45150-2190. 513/248-2882.

Fugro-McClelland
300 Cramer Creek Ct, Dublin OH
43017-2585. 614/793-0086.

Glimcher Realty Trust
20 S 3rd St, Columbus OH
43215-4206. 614/621-9000.

Harrington Benefit Services
333 West First Street, Dayton OH
45402-3013. 513/226-8610.

Hughes Technical Services Co.
34014 McCormick Av, Dayton
OH 45433. 513/754-1782.

Residential Management Systems Inc.
960 Kingsmill Parkway,
Columbus OH 43229-1138.
614/848-6640.

Ryan Financial Services
4 West Main Street, Springfield
OH 45502-1323. 513/328-7687.

Springfield Business Consultants
625 E County Line Rd,
Springfield OH 45502-9565.
513/390-3300.

Tecumseh Consortium
105 West High Street, Springfield
OH 45502-1219. 513/323-5447.

Oberleitner Associates
3678 Marbella Avenue,
Springfield OH 45502-9420.
513/325-3255.

The Mind Works Inc.
8480 Davington Dr, Dublin OH
43017-9640. 614/793-1530.

Ucando VCR Educational Products Co.
5290 Education Dr, Greenville
OH 45331-9759. 513/548-6113.

MANAGEMENT SERVICES

Congleton-Hacker Co.
872 Floyd Dr, Lexington KY
40505-3616. 606/254-6481.

H&D Inc.
3864 Kettering Blvd, Dayton OH
45439-2033. 513/298-3883.

Host Management Co. Inc.
18 W 1st St, Dayton OH 45402-
1249. 513/228-6656.

Medical Systems Management Inc.
7426 N Dixie Dr, Dayton OH
45414-2712. 513/898-7172.

Medibill
4400 N High St, Columbus OH
43214-2635. 614/261-3700.

Quadax Inc.
4079 Executive Pkwy,
Westerville OH 43081-3859.
614/882-1200.

For more information on career opportunities in accounting and management consulting:

Associations

AMERICAN ACCOUNTING ASSOCIATION
5717 Bessie Drive, Sarasota FL 34233. 941/921-7747. World Wide Web address: http://www.rutgers.edu/accounting/raw/aaa/aaa.htm. An academically-oriented accounting association that offers two quarterly journals, a semi-annual journal, a newsletter, and a wide variety of continuing education programs.

AMERICAN INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS
1211 Avenue of the Americas, New York NY 10036. 212/596-6200. A national professional organization for all CPAs. AICPA offers a comprehensive career package to students.

AMERICAN MANAGEMENT ASSOCIATION
Management Information Service, 135 West 50th Street, New York NY 10020. 212/586-8100. Provides a variety of publications, training videos, and courses, as well as an Information Resource Center, which provides management information, and a library service.

ASSOCIATION OF GOVERNMENT ACCOUNTANTS
2200 Mount Vernon Avenue, Alexandria VA 22301. 703/684-6931. World Wide Web address: http://www.rutgers.edu/accounting/raw/aga/home.htm.

ASSOCIATION OF MANAGEMENT CONSULTING FIRMS
521 Fifth Avenue, 35th Floor, New York NY 10175. 212/697-9693. Offers certification programs.

INSTITUTE OF INTERNAL AUDITORS
49 Maitland Avenue, Altamont Springs FL 32701. 407/830-7600. World Wide Web address: http://www.rutgers.edu/accounting. Publishes magazines and newsletters. Provides information on current issues, a network of more than 50,000 members in 100 countries, and professional development and research services.

INSTITUTE OF MANAGEMENT ACCOUNTANTS
10 Paragon Drive, Box 433, Montvale NJ 07645-1760. 201/573-9000. World Wide Web address: http://www.rutgers.edu/accounting/raw/ima. Offers a Certified Management Accountant Program, periodicals, seminars, educational programs, a research program, a financial management network, and networking services.

INSTITUTE OF MANAGEMENT CONSULTANTS
521 Fifth Avenue, 35th Floor, New York NY 10175. 212/697-8262. World Wide Web address: http://www.imcusa.org. Offers certification and professional development and a directory of members.

NATIONAL ASSOCIATION OF TAX PRACTITIONERS
720 Association Drive, Appleton WI 54914. 414/749-1040. World Wide Web address: http://www.natptax.com. Offers seminars, research, newsletters, preparer worksheets, state chapters, insurance, and other tax-related services.

NATIONAL BUSINESSWOMEN'S LEADERSHIP ASSOCIATION
6901 West 63rd Street, P.O. Box 2949, Shawnee Mission KS 66201. World Wide Web address: http://www.natsem.com. A professional organization dedicated to advancing the careers of women in management.

NATIONAL SOCIETY OF PUBLIC ACCOUNTANTS
1010 North Fairfax Street, Alexandria VA 22314. 703/549-6400. World Wide Web address: http://www.nspa.org. Offers professional development services, government representation, a variety of publications, practice aids, low-cost group insurance, and annual seminars.

Directories

AICPA DIRECTORY OF ACCOUNTING EDUCATION
American Institute of Certified Public Accountants, 1211 Avenue of the Americas, New York NY 10036. 212/596-6200. $150.00. Only available to AICPA members.

ACCOUNTING FIRMS AND PRACTITIONERS
American Institute of Certified Public Accountants, 1211 Avenue of the Americas, New York NY 10036. 212/596-6200. $150.00. Only available to AICPA members.

Magazines

CPA JOURNAL
530 Fifth Avenue, New York NY 10136. 212/719-8300. Published monthly by The New York State Society.

CPA LETTER
American Institute of Certified Public Accountants, 1211 Avenue of the Americas, New York NY 10036. 212/596-6200.

JOURNAL OF ACCOUNTANCY
American Institute of Certified Public Accountants, 1211 Avenue of the Americas, New York NY 10036. 212/596-6200.

MANAGEMENT ACCOUNTING
Institute of Management Accounting, 10 Paragon Drive, Montvale NJ 07645. 201/573-9000.

WENDELL'S REPORT FOR CONTROLLERS
Warren, Gorham, and Lamont, Inc., 210 South Street, Boston MA 02111. 617/423-2020.

Visit our exciting job and career site at http://www.careercity.com

ADVERTISING, MARKETING, AND PUBLIC RELATIONS

SALE
New, improved

Due to several trends shaping the industry, finding a job in advertising is as tough today as it has ever been. To remain competitive, the industry's largest firms have been downsizing to save money for larger campaigns. On the other hand, smaller agencies are increasingly specializing in fields such as direct marketing and public relations in order to gain a stronger presence in the market. Meanwhile, the growing cable industry has opened the door to new business opportunities, as has the Internet. Increasingly, advertisers are using the information highway to conduct business, as well as to target specific "digital" audiences.

In the public relations field, there has been an explosion in the number and range of consultants in the marketplace. Partially as a result of the recession of the early '90s, many senior executives who were released from their contracts at major firms have launched companies of their own.

THE BASES GROUP
DIVISION OF BBI MARKETING SERVICES, INC.
50 East Rivercenter Boulevard, Suite 1000, Covington KY 41011. 606/655-6000. **Fax:** 606/655-6100. **Recorded Jobline:** 606/655-6160. **Contact:** Barb Milliken, Recruiting. **Description:** A marketing research firm specializing in forecasting sales of new consumer packaged goods and products through the use of simulated test markets and market models. **Common positions include:** Computer Programmer; Economist/Market Research Analyst; Market Research Analyst; Project Manager; Researcher; Statistician; Systems Analyst. **Educational backgrounds include:** Economics; Liberal Arts; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Savings Plan; Spending Account. **Corporate headquarters location:** This Location. **Other U.S. locations:** San Ramon CA; Westport CT; Chicago IL; Boston MA; Parsippany NJ. **Operations at this facility include:** Administration; Research and Development; Sales; Service. **Listed on:** Privately held. **Number of employees at this location:** 175. **Number of employees nationwide:** 300.

THE BERRY COMPANY
3170 Kettering Boulevard, Dayton OH 45439-1975. 513/296-2070. **Fax:** 513/296-2037. **Contact:** Kelley C. Bazelak, Employment Services Coordinator. **Description:** The Berry Company sells and markets Yellow Pages advertising. **Common positions include:** Advertising Clerk; Computer Programmer; Customer Service Representative; Services Sales Representative. **Educational backgrounds include:** Business Administration; Communications; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Parent company:** BellSouth Corporation. **Operations at this facility include:** Administration; Divisional Headquarters; Regional Headquarters; Research and Development; Sales. **Number of employees at this location:** 750. **Number of employees nationwide:** 2,400.

FAHLGREN
414 Walnut, Cincinnati OH 45200. 513/241-9200. **Contact:** Peter Craig, Personnel. **Description:** An advertising and marketing firm.

NATIONWIDE ADVERTISING SERVICE, INC.
525 Vine Street, Suite 1065, Cincinnati OH 45202. 513/241-3121. **Contact:** Personnel. **Description:** With offices in 36 major U.S. and Canadian cities, Nationwide Advertising Service is

one of the largest and oldest independent, full-service advertising agency exclusively specializing in human resource communications, promotions, and advertising. This location offers consultation, campaign planning, ad placement, research, and creative production. The firm is involved in recruitment advertising. **Other U.S. locations:** Nationwide.

WBK MARKETING AND DESIGN

19 Garfield Place, Cincinnati OH 45202. 513/784-0066. **Contact:** Janet Washburn, Executive Assistant. **Description:** An advertising agency.

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Additional small employers:

DIRECT MAIL ADVERTISING SERVICES

Datamark
7793 Arrowwood Court, Florence KY 41042-2591. 606/283-9333.

Mail Plus
2929 Spring Grove Ave, Cincinnati OH 45225-2157. 513/541-5955.

Money Mailer
8159 Woodcreek Drive, Florence KY 41042-9596. 606/282-7755.

NSO Inc.
1329 Arlington Street, Cincinnati OH 45225-1367. 513/853-7701.

TAC Industries Inc.
110 West Leffel Lane, Springfield OH 45506-3522. 513/328-5200.

MISC. ADVERTISING SERVICES

Gannett Telemarketing
7162 Reading Rd, Cincinnati OH 45237-3838. 513/631-1188.

PUBLIC RELATIONS SERVICES

Hameroff Milenthal Spence Inc.
4750 Creek Rd, Cincinnati OH 45242-2808. 513/794-9477.

For more information on career opportunities in advertising, marketing, and public relations:

Associations

ADVERTISING RESEARCH FOUNDATION

641 Lexington Avenue, New York NY 10022. 212/751-5656. Fax: 212/319-5265. World Wide Web address: http://www.arfsite.org/arf. A nonprofit organization comprised of advertising, marketing, and media research companies. For institutions only.

AMERICAN ASSOCIATION OF ADVERTISING AGENCIES

666 Third Avenue, New York NY 10017. 212/682-2500. Offers educational and enrichment benefits such as publications, videos, and conferences.

AMERICAN MARKETING ASSOCIATION

250 South Wacker Drive, Suite 200, Chicago IL 60606-5819. 312/831-2764. Fax: 312/648-5625. World Wide Web address: http://www.ama.org. An association with nearly 50,000 members worldwide. Offers 25 annual conferences, library and research services, and 25 annual issues of *Marketing News*.

DIRECT MARKETING ASSOCIATION

1120 Avenue of Americas, New York NY 10036-6700. 212/768-7277. World Wide Web address: http://www.the-dma.org. Offers monthly newsletters, seminars, and conferences.

INTERNATIONAL ADVERTISING ASSOCIATION

521 Fifth Avenue, Suite 1807, New York NY 10175. 212/557-1133. Fax: 212/983-0455. E-mail address: IAA@ibnet.com. World Wide Web address: http://www.iaacongress.com. Over 3,600 members in 89 countries. Membership includes: publications; professional development; congresses, symposia, and conferences; annual report and membership directory; and worldwide involvement with governments and other associations. Overall, the organization looks to promote free speech and the self-regulation of advertising.

LEAGUE OF ADVERTISING AGENCIES

2 South End Avenue #4C, New York NY 10280. 212/945-4991. Seminars available.

MARKETING RESEARCH ASSOCIATION

2189 Silas Deane Highway, Suite #5, Rocky Hill CT 06067. 860/257-4008. Publishes several magazines and newsletters.

PUBLIC RELATIONS SOCIETY OF AMERICA

33 Irving Place, New York NY 10003. 212/995-2230. World Wide Web address: http://www.prsa.org. Publishes three magazines for public relations professionals.

Directories

AAAA ROSTER AND ORGANIZATION

American Association of Advertising Agencies, 666 Third Avenue, 13th Floor, New York NY 10017. 212/682-2500.

DIRECTORY OF MINORITY PUBLIC RELATIONS PROFESSIONALS
Public Relations Society of America, 33 Irving Place, New York NY 10003. 212/995-2230.

O'DWYER'S DIRECTORY OF PUBLIC RELATIONS FIRMS
J. R. O'Dwyer Company, 271 Madison Avenue, Room 600, New York NY 10016. 212/679-2471.

PUBLIC RELATIONS CONSULTANTS DIRECTORY
American Business Directories, Division of American Business Lists, 5711 South 86th Circle, Omaha NE 68127. 402/593-4500.

PUBLIC RELATIONS JOURNAL / REGISTER ISSUE
Public Relations Society of America, 33 Irving Place, New York NY 10003. 212/995-2230.

STANDARD DIRECTORY OF ADVERTISING AGENCIES
Reed Reference Publishing Company, P.O. Box 31, New Providence NJ 07974. 800/521-8110.

Magazines

ADVERTISING AGE
Crain Communications, 740 North Rush Street, Chicago IL 60611. 312/649-5316.

ADWEEK
BPI, 1515 Broadway, 12th Floor, New York NY 10036-8986. 212/536-5336.

BUSINESS MARKETING
Crain Communications, 740 North Rush Street, Chicago IL 60611. 312/649-5260.

JOURNAL OF MARKETING
American Marketing Association, 250 South Wacker Drive, Suite 200, Chicago IL 60606. 312/648-0536.

THE MARKETING NEWS
American Marketing Association, 250 South Wacker Drive, Suite 200, Chicago IL 60606. 312/648-0536.

PR REPORTER
PR Publishing Company, P.O. Box 600, Exeter NH 03833. 603/778-0514.

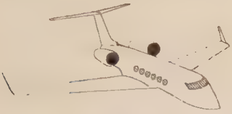
PUBLIC RELATIONS JOURNAL
Public Relations Society of America, 33 Irving Place, New York NY 10003. 212/995-2230.

PUBLIC RELATIONS NEWS
Phillips Publishing Inc., 1202 Seven Locks Road, Suite 300, Potomac MD 20854. 301/340-1520.

Newsletters

PUBLIC RELATIONS CAREER OPPORTUNITIES
1575 Eye Street NW, Suite 1190, Washington DC 20005. 202/408-7904 Fax: 202/408-7907. World Wide Web address: http://www.entremkt.com/ceo. Contact: James J. Zaniello, Managing Director. Newsletter listing public relations, public affairs, special events, and investor positions nationwide compensating above $35,000 annually. Available on a subscription basis, published 24 times a year. Published on behalf of the Public Relations Society of America. Company also publishes other newsletters, including *CEO Job Opportunities Update* and *ASAE Career Opportunities* (for the American Society of Association Executives).

AEROSPACE



The aerospace industry, wracked by layoffs throughout the early '90s, has yet to pull out of its tailspin. As ever, the slump is being fueled by declining commercial aircraft orders and further defense cuts. As a result, research and development dollars have been trimmed, and many of the biggest firms in the industry have now merged. As of early 1996, the industry was continuing to shrink -- and is now dominated by fewer, larger companies.

While this consolidation has led to a surge in profits, it also means that rapid downsizing will continue. Some analysts believe that even though the defense industry has cut well over 1 million jobs since the late '80s, the industry still needs to cut its workforce by another 30 percent.

Many companies are trying to shift to commercial production, reducing their dependence on dwindling defense contracts. Even so, defense purchases still support a significant number of aerospace workers. Over the long haul, the industry's focus on advanced technology will mean more professional and technical positions -- with engineers leading the way.

BFGOODRICH AEROSPACE
AIRCRAFT WHEEL AND BRAKES
P.O. Box 340, Troy OH 45373. 513/339-3811. **Contact:** Stan Kriesberg, Human Resources. **Description:** Designer and manufacturer of aircraft wheels and brakes for military, commercial, general aviation, commuter, and helicopter aircraft worldwide. **Common positions include:** Accountant/Auditor; Aerospace Engineer; Buyer; Computer Programmer; Industrial Engineer; Mechanical Engineer; Systems Analyst. **Educational backgrounds include:** Accounting; Engineering. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Akron OH. **Parent company:** BFGoodrich Company provides aircraft systems, components, and services and manufactures a wide range of specialty chemicals. The business units comprising the aerospace division of BFGoodrich consist of Landing Systems, Sensors and Integrated Systems, Safety Systems, and Maintenance, Repair, and Overhaul. Specialty chemical business units include Specialty Plastics, Specialty Additives, Sealants, Coatings, and Adhesives, and Water Systems and Services. **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing; Research and Development; Service. **Listed on:** New York Stock Exchange. **Number of employees at this location:** 800.

BFGOODRICH FLIGHT SYSTEMS
2001 Polaris Parkway, Columbus OH 43240. 614/825-2001. **Contact:** Human Resources. **Description:** Manufactures aerospace equipment. **NOTE:** Please send resumes to Human Resources, 5353 52nd Street SE, Grand Rapids MI 49588-0873. **Parent company:** The BFGoodrich Company provides aircraft systems, components, and services and manufactures a wide range of specialty chemicals. The business units comprising the aerospace division of BFGoodrich consist of Landing Systems, Sensors and Integrated Systems, Safety Systems, and Maintenance, Repair, and Overhaul. Specialty chemical business units include Specialty Plastics, Specialty Additives, Sealants, Coatings, and Adhesives, and Water Systems and Services.

DUNN AEROSPACE CONSULTING
4715 Harlou Drive, Dayton OH 45432-1618. 513/256-4800. **Contact:** Human Resources. **Description:** An aerospace consulting firm engaged in government and commercial contracting.

GE AIRCRAFT ENGINES
One Neumann Way, Mail Drop C-15, Cincinnati OH 45215. 513/243-3614. **Fax:** 513/243-9481. **Contact:** Recruiting Office. **Description:** An aerospace and aeronautics company **Common positions include:** Aerospace Engineer; Aircraft Mechanic/Engine Specialist; Attorney; Blue-Collar Worker Supervisor; Buyer; Chemical Engineer; Computer Programmer; Computer Systems Analyst; Designer; Draftsperson; Electrical/Electronics Engineer; Electrician; Human Resources Specialist; Librarian; Mechanical Engineer; Metallurgical Engineer; Paralegal; Software Engineer. **Educational backgrounds include:** Business Administration; Engineering; Finance. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Parent company:** General Electric operates in the following areas: aircraft engines (jet engines, replacement parts, and repair services for commercial, military, executive, and commuter aircraft); appliances; broadcasting (NBC); industrial (lighting products, electrical distribution and control equipment, transportation systems products, electric motors and related products, a broad range of electrical and electronic industrial automation products, and a network of electrical supply houses); materials (plastics, ABS resins, silicones, superabrasives, and laminates); power systems (products for the generation, transmission, and distribution of electricity); technical products and systems (medical systems and equipment, as well as a full range of computer-based information and data interchange services for both internal use and external commercial and industrial customers); and capital services (consumer services; financing; specialty insurance; and Kidder, Peabody investment bank and securities broker). **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing; Research and Development; Sales; Service. **Listed on:** New York Stock Exchange. **Number of employees worldwide:** 230,000.

GEORGIA TECHNICAL RESEARCH INSTITUTE
1430 Oak Court, Beaver Creek OH 45430. 513/427-0125. **Contact:** Human Resources. **Description:** A company involved in research for the aerospace industry.

GRIMES AEROSPACE
550 State Highway 55, P.O. Box 247, Urbana OH 43078. 513/652-1431. **Contact:** Gary Crist, Human Resources. **Description:** This location designs and manufactures lighting and electronic systems. Overall, Grimes is an aerospace company engaged in the design and manufacture of avionic systems.

HARTZELL PROPELLER INC.
One Propeller Place, Piqua OH 45356. 513/778-4200. **Contact:** Human Resources Director. **Description:** Engaged in the design, development, and manufacture of aircraft propeller assemblies, tachometers, and related instruments. **Common positions include:** Accountant/Auditor; Aerospace Engineer; Computer Programmer; Customer Service Representative; Draftsperson; Mechanical Engineer. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Engineering; Marketing. **Benefits:** Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** Cleveland OH. **Parent company:** TRW is a diversified technology firm with operations in electronics and space systems, car and truck equipment for both original equipment manufacturers and the replacement market, and a wide variety of industrial and energy components including aircraft parts, welding systems, and electromechanical assemblies. **Operations at this facility include:** Administration; Manufacturing; Research and Development; Sales; Service. **Listed on:** New York Stock Exchange.

LELAND ELECTROSYSTEMS
740 East National Road, Vandalia OH 45377. 513/898-5881. **Contact:** Human Resources. **Description:** Manufactures electrical generators for airplanes and helicopters.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

AEROSPACE PRODUCTS

GE Aviation Component Service Center
199 Container Pl, Cincinnati OH 45246-1708. 513/679-5000.

Lillard Research Inc.
4381 Meadowsweet Dr, Dayton OH 45424-4844. 513/237-8791.

LTV Aerospace & Defense Co.
333 West First Street, Dayton OH 45402-3005. 513/224-7271.

Miami Co.
500 North 5th Street, Tipp City OH 45371-1861. 513/667-2970.

Quality Composites Inc.
2860 Cooper Rd, Cincinnati OH 45241-3307. 513/542-6500.

Sanders Associates Inc.
5100 Springfield St, Dayton OH 45431-1261. 513/254-6289.

US Polymeric
4405 Bonita Dr, Middletown OH 45044-6767. 513/420-9153.

AIRCRAFT

Aero Tech Research Associates
4833 Winding Creek Trail, Dayton OH 45429-1976. 513/299-5669.

Dynetics
1010 Woodman Dr, Dayton OH 45432-1429. 513/253-3321.

General Research Corp.
5200 Springfield St, Dayton OH 45431-1265. 513/256-1173.

Huffman-Prairie Institute
625 Congress Park Drive, Dayton OH 45459-4007. 513/435-9087.

Jackson Aviation Inc.
5411 Plainfield Rd, Dayton OH 45432-3540. 513/426-8215.

Logicon Technical Services Inc.
3045 Rodenbeck Dr, Dayton OH 45432-2660. 513/320-0608.

Smiths Industries Aerospace
3033 Kettering Boulevard, Dayton OH 45439-1948. 513/299-7777.

AIRCRAFT EQUIPMENT AND PARTS

Aeronca Inc.
1712 Germantown Rd, Middletown OH 45042-1796. 513/422-2751.

Elano Corp.
2070 Heller Dr, Alpha OH 45301. 513/427-0550.

Hobart Bros Co.
101 Trade Square East, Troy OH 45373-2476. 513/332-5355.

For more information on career opportunities in aerospace:

Associations

AIR TRANSPORT ASSOCIATION OF AMERICA
1301 Pennsylvania Avenue NW, Suite 1100, Washington DC 20004. 202/626-4000. World Wide Web address: http://www.air-transport.org. A trade association for the major U.S. airlines.

AMERICAN INSTITUTE OF AERONAUTICS AND ASTRONAUTICS
85 John Street, 4th Floor, New York NY 10038. 212/349-1120. World Wide Web address: http://www.aiaa.org. Membership required. Publishes six journals and books.

FUTURE AVIATION PROFESSIONALS OF AMERICA
4959 Massachusetts Boulevard, Atlanta GA 30337. 770/997-8097. Publishes a monthly newsletter which monitors the job market for flying jobs; a pilot employment guide, outlining what is required to become a pilot; and a directory of aviation employers.

NATIONAL AERONAUTIC ASSOCIATION OF USA
1815 North Fort Myer Drive, Suite 700, Arlington VA 22209. 703/527-0226. World Wide Web address: http://www.naa.ycg.org. Publishes a magazine. Membership required.

PROFESSIONAL AVIATION MAINTENANCE ASSOCIATION
500 NW Plaza, Suite 1016, St. Ann MO 63074. 314/739-2580. World Wide Web address: http://www.pama.org. Members' resumes are distributed to companies who advise the organization of employment opportunities. Many local chapters also provide job referrals. Members have access to the Worldwide Membership Directory.

APPAREL AND TEXTILES

The apparel industry is facing an uncertain future. Women's apparel prices dropped 4.4 percent in 1994, and many experts expect continued deflation through 1996. Consumers have remained disinterested in new fashions and refuse to pay higher prices. Textile and apparel mills are under pressure from the other end of the supply chain as well -- the cost of cotton and other raw materials has remained at close to record highs, with raw cotton prices jumping 35 percent in 1994. As a result, many textile producers have recently reported significant drops in earnings. However, improved consumer confidence, more attractive fashions, and lower prices may prod consumers to buy. This will eventually increase business for mills. Especially hot: sales of men's suits. This trend is expected to continue as men look for upscale casual wear to accommodate more relaxed dress codes. The highest consumer demand in apparel will probably be for lower-priced clothing produced for discount stores.

ANSELL EDMONT
1300 Walnut Street, P.O. Box 6000, Coshocton OH 43812. 614/622-4311. **Contact:** Richard Davis, Manager of Human Resources. **Description:** Engaged in the production of protective apparel including gloves. **Common positions include:** Accountant/Auditor; Chemist; Department Manager; General Manager; Human Resources Specialist; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Marketing Specialist; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Systems Analyst. **Educational backgrounds include:** Accounting; Business Administration; Chemistry; Finance; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Franklin Lakes NJ. **Parent company:** Becton Dickinson & Company. **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing; Research and Development; Sales; Service. **Listed on:** American Stock Exchange; New York Stock Exchange.

BETLIN, INC.
1445 Marion Road, Columbus OH 43207. 614/443-0248. **Fax:** 614/443-4658. **Contact:** Mr. Pat Silk, Manager of Human Resources. **Description:** A manufacturer of custom athletic uniforms. **Common positions include:** Accountant/Auditor; Administrative Services Manager; Credit Manager; Human Resources Specialist; Purchasing Agent and Manager. **Educational backgrounds include:** Accounting; Business Administration. **Benefits:** Dental Insurance; Employee Discounts; Life Insurance; Medical Insurance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Manufacturing. **Listed on:** Privately held. **Number of employees at this location:** 100.

CORBIN, LTD.
P.O. Box 7000, Ashland KY 41105-7000. 606/928-3333. **Contact:** David M. Waugh, Vice President of Human Resources. **Description:** Manufactures fine tailored men's and women's apparel. **Common positions include:** Accountant/Auditor; Administrator; Blue-Collar Worker Supervisor; Computer Programmer; Credit Manager; Customer Service Representative; Department Manager; Financial Analyst; General Manager; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Instructor/Trainer; Management Trainee; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Scheduler; Systems Analyst. **Educational backgrounds include:** Accounting; Business Administration; Communications; Computer Science; Economics; Engineering; Finance; Liberal Arts; Marketing; Mathematics. **Benefits:** Disability Coverage; Employee Discounts; Life

Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Manufacturing. **Number of employees at this location:** 525.

FECHHEIMER BROTHERS COMPANY
4545 Malsbary Road, Cincinnati OH 45242. 513/793-5400. **Contact:** Bill Morgenthal, Plant Manager. **Description:** A manufacturer of uniforms and specialty clothing products.

HOLLOWAY SPORTSWEAR
P.O. Box 4489, Sidney OH 45365. 513/596-6193. **Contact:** Human Resources. **Description:** This location houses the corporate offices of the manufacturer of jackets, sweatshirts, sweatsuits, golf shirts, and golf hats. **NOTE:** The physical address of the corporate headquarters is 2633 Campbell Road, Sidney OH 45365 **Corporate headquarters location:** This Location. **Other area locations:** Jackson Center OH.

KENTUCKY TEXTILES
One 20th Street, Paris KY 40361. 606/987-5228. **Contact:** Mary Amyx, Human Resource Manager. **Description:** An apparel manufacturer and retailer of (through catalog) a line of women's casual wear under the name SloppyJoes Casual wear. The company's products include printed and non-printed T-shirts, sweatshirts, shorts, leggings, casual dresses, and tote bags.

MITCHELLACE INC.
P.O. Box 89, Portsmouth OH 45662. 614/354-2813. **Contact:** Beth Haney, Personnel Manager. **Description:** Develops, manufactures, markets, and distributes shoelaces and other braided or woven products. Primary customers include retail chains and distributors as well as shoe manufacturers in the United States and Canada. **Common positions include:** Accountant/Auditor; Administrator; Blue-Collar Worker Supervisor; Computer Programmer; Customer Service Representative; Department Manager; Electrical/Electronics Engineer; General Manager; Human Resources Specialist; Industrial Engineer; Marketing Specialist; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Sales Associate. **Educational backgrounds include:** Accounting; Art/Design; Business Administration; Engineering; Marketing. **Benefits:** Disability Coverage; Life Insurance; Medical Insurance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Manufacturing; Research and Development; Sales; Service. **Listed on:** American Stock Exchange.

PALM BEACH COMPANY
400 Pike Street, Cincinnati OH 45202. 513/241-4260. **Contact:** Human Resources. **Description:**A manufacturer of men's suits.

ROCKY SHOES & BOOTS INC.
39 East Canal Street, Nelsonville OH 45764. 614/753-1951. **Contact:** Human Resources. **Description:** Rocky Shoes & Boots Inc. designs, develops, manufactures and markets premium quality men's and women's footwear. The company markets its footwear through several distribution channels, primarily under the registered trademark ROCKY. Rocky's products are manufactured primarily in the company's own manufacturing facilities located in Ohio, Puerto Rico, and the Dominican Republic. Rocky places an emphasis on the manufacture of waterproof footwear and is currently one of the largest users of GORE-TEX waterproof fabric for outdoor footwear.

VAN DYNE CROTTY, INC.
P.O. Box 442, Dayton OH 45401. 513/236-1500. **Contact:** Human Resources Department. **Description:** Provides uniform leasing and textile services, including direct sales. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Branch Manager; Computer Programmer; Credit Manager; Customer Service Representative; Department Manager; General Manager; Industrial Engineer; Industrial Production Manager; Management Trainee; Purchasing Agent and Manager; Services Sales Representative. **Educational backgrounds include:** Business Administration. **Benefits:** 401(k); Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Corporate headquarters**

location: This Location. **Operations at this facility include:** Administration; Sales; Service. **Listed on:** Privately held. **Number of employees at this location:** 250. **Number of employees nationwide:** 750.

WHITING MANUFACTURING CORPORATION
9999 Carver Road, Cincinnati OH 45424. 513/791-9100. **Contact:** Human Resources. **Description:** Manufactures drapes and bedding products, such as pillows, comforters, and sheets.

WINCHESTER CLOTHING
P.O. Box 37, Winchester KY 40391. 606/744-4622. **Contact:** Human Resources. **Description:** A manufacturer of men's sportscoats and suitcoats. **Number of employees at this location:** 250.

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Additional small employers:

BROADWOVEN FABRIC MILLS

Landmark Industries Incorporated
75 Chambers Drive, Chillicothe OH 45601-8257. 614/772-5998.

Scapa Press Fabrics
PO Box 755, Frankfort KY 40602-0755. 502/695-5864.

FABRICATED TEXTILE PRODUCTS

Takata Fabrication
9200 Country Club Road, Piqua OH 45356-9513. 513/778-9713.

Technotrim Inc.
1125 Progress Way, Maysville KY 41056-9688. 606/759-7181.

FOOTWEAR

Drew Shoe Corporation
252 Quarry Road Southeast, Lancaster OH 43130-9304. 614/653-4271

Nine West Group
150 Foster Street, Flemingsburg KY 41041-1421. 606/845-9051.

RG Barry Corp.
PO Box 129, Pickerington OH 43147-0129. 614/864-6400.

William Brooks Shoe Company
294 Harper Street, Nelsonville OH 45764-1520. 614/753-1951.

KNITTING MILLS

B&T Distributors
522 North 3rd Street, Bardstown KY 40004-1632. 502/349-1062.

Crable Sportswear Inc.
7725 East Kemper Road, Cincinnati OH 45249-1611. 513/489-1989.

Jockey International Inc.
725 Clarks Run Road, Maysville KY 41056-8905. 606/759-7155.

MEN'S AND BOYS' CLOTHING

Austin Apparel Co.
109 Mackville Hill, Springfield KY 40069-1012. 606/336-7729.

Austin Apparel Co.
112 Hamilton Avenue, Lancaster KY 40444-1178. 606/792-2101.

Bath Manufacturing
P.O. Box 960, Owingsville KY 40360-9803. 606/674-6000.

Buckeye Apparel Inc.
143 West Main Street, Versailles OH 45380-1217. 513/526-3151.

Carhartt Inc.
285 Richmond Avenue, Irvine KY 40336-1301. 606/723-2125.

Fruit Of The Loom Inc.
PO Box 477, Frankfort KY 40602-0477. 502/695-2400.

Holloway Sportswear Inc.
607 East Pike Street, Jackson Center OH 45334-9799. 513/596-6193.

Jockey International Inc.
PO Box 192, Carlisle KY 40311-0192. 606/289-2221.

Jockey International Inc.
2671 Owingsville Road, Mount Sterling KY 40353-9052. 606/498-0474.

Powell Manufacturing
199 Angel Dr, Clay City KY 40312-9647. 606/663-2867.

Rockcastle Manufacturing Co.
P.O. Box 202, Mount Vernon KY 40456-8701. 606/256-5171.

STITCHING AND TUCKING

5 B's Inc.
130 E South St, Barnesville OH 43713-1305. 614/425-3955.

TEXTILE FINISHING

Atkins & Pearce Inc.
1 Braid Way, Covington KY 41017-9435. 606/356-2001.

TEXTILE GOODS

Orr Felt Co.
750 S Main St, Piqua OH 45356-3834. 513/773-0551.

Repack Surgical Enterprises
7086 Industrial Row Road, Mason OH 45040-1363. 513/398-6406.

For more information on career opportunities in the apparel and textiles industries:

Associations

AMERICAN APPAREL MANUFACTURERS ASSOCIATION
2500 Wilson Boulevard, Suite 301, Arlington VA 22201. 703/524-1864. Publishes numerous magazines, newsletters, and bulletins for the benefit of employees in the apparel manufacturing industry.

AMERICAN TEXTILE MANUFACTURERS INSTITUTE
Office of the Chief Economist, 1801 K Street NW, Suite 900, Washington DC 20006-1301. 202/862-0500. Fax: 202/862-0570. The national trade association for the domestic textile industry. Members are corporations only.

THE FASHION GROUP
597 5th Avenue, 8th Floor, New York NY 10017. 212/593-1715. World Wide Web address: http://www.fgi.org. A nonprofit organization for professional women in the fashion industries (apparel, accessories, beauty, and home). Offers career counseling workshops 18 times per year.

INTERNATIONAL ASSOCIATION OF CLOTHING DESIGNERS
475 Park Avenue South, 17th Floor, New York NY 10016. 212/685-6602. Fax: 212/545-1709.

Directories

AAMA DIRECTORY
American Apparel Manufacturers Association, 2500 Wilson Boulevard, Suite 301, Arlington VA 22201. 703/524-1864. A directory of publications distributed by the American Apparel Manufacturers Association.

APPAREL TRADES BOOK
Dun & Bradstreet Inc., 430 Mountain Avenue, New Providence NJ 07974. 908/665-5000.

FAIRCHILD'S MARKET DIRECTORY OF WOMEN'S AND CHILDREN'S APPAREL
Fairchild Publications, 7 West 34th Street, New York NY 10001. 212/630-4000.

Magazines

ACCESSORIES
Business Journals, 50 Day Street, P.O. Box 5550, Norwalk CT 06856. 203/853-6015.

AMERICA'S TEXTILES
Billiam Publishing, 37 Villa Road, Suite 111, P.O. Box 103, Greenville SC 29615. 864/242-5300.

APPAREL INDUSTRY MAGAZINE
Shore Communications Inc., 6255 Barfield Road, Suite 200, Atlanta GA 30328-4893. 404/252-8831.

BOBBIN
Bobbin Publications, P.O. Box 1986, 1110 Shop Road, Columbia SC 29202. 803/771-7500.

TEXTILE HILIGHTS
American Textile Manufacturers Institute, Office of the Chief Economist, 1801 K Street NW, Suite 900, Washington DC 20006.

WOMEN'S WEAR DAILY (WWD)
Fairchild Publications, 7 West 34th Street, New York NY 10001. 212/630-4000.

ARCHITECTURE, CONSTRUCTION, AND ENGINEERING

The U.S. Department of Labor has estimated 1.2 million new construction jobs from 1992 through 2005, due to the need to replace aging experienced workers. Residential construction will grow slowly, as a result of the expected decline in population growth. Industrial construction, however, will be stronger because of an increase in exports by manufacturers. Heavy construction is growing faster than the industry average, with much activity in highway, bridge, and street construction.

Job prospects for engineers have been good for a number of years, and will continue to improve into the next century. Employers will need more engineers as they increase investment in equipment in order to expand output. In addition, engineers will find work improving the nation's deteriorating infrastructure.

BGP SERVICES
650 Northland Boulevard, Cincinnati OH 45240. 513/825-5520. **Contact:** Human Resources. **Description:** A consulting engineering firm. **Common positions include:** Civil Engineer; Design Engineer; Electrical/Electronics Engineer; Industrial Engineer; Manufacturing Engineer; Mechanical Engineer.

BELCAN CORPORATION
10200 Anderson Way, Cincinnati OH 45242-4700. 513/891-0972. **Contact:** Eric Bostian, Manager of Human Resources. **Description:** An engineering consulting company. **Common positions include:** Aerospace Engineer; Chemical Engineer; Controls Engineer; Electrical/Electronics Engineer; Industrial Engineer; Mechanical Engineer.

BORROR CORPORATION
5501 Frantz Road, Dublin OH 43017-0766. 614/761-6000. **Contact:** Human Resources Department. **Description:** A builder of single family homes in Central Ohio. The company offers two broad product lines which it markets under the names Dominion Homes and Tradition Homes. Within each product line, the company offers distinct series of homes and condominiums that are differentiated by size, price, standard features and available options. The company's target specific market segments allows it to appeal to a wide variety of homebuyers with products ranging from starter homes to executive homes.

BURGESS & NIPLE, LTD.
5085 Reed Road, Columbus OH 43220. 614/459-2050. **Fax:** 614/451-1385. **Contact:** Ms. Pat Forster, Director of Human Resources. **Description:** An engineering and architecture firm engaged in study, analysis, and design services. Programs include studies in waterworks, wastewater, industrial services, hydropower, energy conservation, transportation, systems analysis, HVAC, and geotechnics. **Common positions include:** Architect; Civil Engineer; Electrical/Electronics Engineer; Mechanical Engineer; Transportation/Traffic Specialist. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** This Location. **Other U.S. locations:** Payson AZ; Phoenix AZ; Indianapolis IN; Lexington KY; Akron OH; Cincinnati OH; Painesville OH; Charleston WV; Parkersburg WV. **Operations at this facility include:** Administration; Divisional Headquarters. **Listed on:** Privately held. **Number of employees at this location:** 275. **Number of employees nationwide:** 480.

BURGESS & NIPLE, LTD.
811 Race Street, Cincinnati OH 45202. 513/579-0042. **Contact:** Human Resources. **Description:** An engineering and architecture firm engaged in study, analysis, and design services. Programs include studies in waterworks, wastewater, industrial services, hydropower, energy conservation, transportation, systems analysis, HVAC, and geotechnics. **NOTE:** Interested applicants should send resume to: 5085 Reed Road, Columbus, OH 43220. **Common positions include:** Architect; Civil Engineer. **Corporate headquarters location:** Columbus OH.

BURGESS & NIPLE, LTD.
3201 Nicholasville Road, Lexington KY 40503. 606/273-0557. **Contact:** Mark Willis, District Director. **Description:** An engineering and architecture firm engaged in study, analysis, and design services. Programs include studies in waterworks, wastewater, industrial services, hydropower, energy conservation, transportation, HVAC, systems analysis, and geotechnics. **Common positions include:** Architect; Civil Engineer. **Corporate headquarters location:** Columbus OH.

CONTECH CONSTRUCTION PRODUCTS INC.
1001 Grove Street, Middletown OH 45044-5800. 513/425-2512. **Contact:** J.W. Hardin, Vice President of Human Resources. **Description:** A heavy construction company.

DANIS INDUSTRIES CORPORATION
Two River Place, Dayton OH 45405. 513/228-1225. **Contact:** Mike Matvko, Human Resources Department. **Description:** A building construction corporation.

GRAY CONSTRUCTION
250 West Main Street, Suite 2500, Lexington KY 40507. 606/281-5000. **Contact:** Personnel. **Description:** This company specializes in commercial construction. **Number of employees at this location:** 200.

INNOVATIVE TECHNOLOGIES
1020 Woodman Drive #100, Dayton OH 45432-1410. 513/252-2145. **Contact:** Human Resources. **Description:** A general contractor and engineering services firm. The company specializes in defense contracting. **Corporate headquarters location:** This Location.

JACOBS ENGINEERING
1880 Waycross Road, Cincinnati OH 45240. 513/595-7500. **Contact:** John Kadash, Human Resources. **Description:** With over 7,000 staff and 8,000 craft employees, Jacobs is one of the largest engineering and construction companies in the United States. Jacobs provides engineering, procurement, construction, and maintenance services to selected clients and industries. These industries include the following: Chemicals and Polymers; Federal Programs; Pulp and Paper; Semiconductor; Petroleum Refining; Facilities and Transportation; Food and Consumer Products; Pharmaceuticals and Biotechnologies; and Basic Resources. Through Jacobs College and other site-specific programs, the company trains more than 5,000 employees per year in project management, managing money, health and safety, and numerous other performance enhancing topics.

KOKOSING CONSTRUCTION
17531 Waterford Road, Fredricktown OH 43019-9561. 614/694-6315. **Contact:** Human Resources. **Description:** A general contracting firm engaged in engineering, manufacturing, and construction. This location houses the company's main offices.

LINK BELT CONSTRUCTION EQUIPMENT COMPANY
2651 Columbo Drive, Lexington KY 40509. 606/263-5200. **Contact:** Marsha Brock, Human Resource Manager. **Description:** Produces construction machinery and equipment. **Number of employees at this location:** 600.

URS CONSULTANTS
33 North High Street, Columbus OH 43215-3076. 614/464-4500. **Contact:** Human Resources. **Description:** An architectural and engineering consulting firm.

UNITED McGILL CORPORATION
P.O. Box 7, Groveport OH 43125. 614/836-9981. **Contact:** Kathleen Cauley, Personnel Director. **Description:** An engineering, manufacturing, and construction firm. Products of United McGill include spiral and rectangular ducts and fittings for HVAC, acoustical equipment, vacuum drying systems, pressure vessels, and air pollution control systems. **Common positions include:** Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer. **Educational backgrounds include:** Engineering. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Profit Sharing; Savings Plan; Tuition Assistance. **Operations at this facility include:** Administration. **Number of employees at this location:** 600.

VINYL IMPROVEMENT PRODUCTS COMPANY
1441 Universal Road, Columbus OH 43207. 614/443-4841. **Contact:** Human Resources. **Description:** Manufactures vinyl siding for homes and buildings.

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Additional small employers:

ARCHITECTURAL SERVICES

KZF Inc.
655 Eden Park Dr, Cincinnati OH 45202-6011. 513/621-6211.

BRIDGE, TUNNEL, AND HIGHWAY CONSTRUCTION

GR Trumble Construction Co.
PO Box 1088, Florence KY 41022-1088. 513/283-9090.

CONCRETE WORK

Myers Poured Concrete Walls
225 Pioneer Blvd, Springboro OH 45066-1180. 513/746-1991.

CONSTRUCTION MATERIALS WHOLESALE

A To Z Asphalt Contractors Inc.
5907 Milo Rd, Dayton OH 45414-3415. 513/278-8488.

National Packaging Corp.
411 Reynoldsburg-New Albany Rd, New Albany OH 43054. 614/864-1700.

ELECTRICAL WORK

Art's Electric Inc.
411 Holmes St, Frankfort KY 40601-2209. 502/223-5754.

Beacon Electric Co.
2130 Waycross Rd, Cincinnati OH 45240-2719. 513/851-0711.

Carpenter Electric Service Inc.
1921 W Galbraith Rd, Cincinnati OH 45239-4739. 513/931-9513.

ESI Inc.
PO Box 15190, Cincinnati OH 45215-0190. 513/733-4600.

Howard's Electric
125 N Spring St, Wilmington OH 45177-1624. 513/382-8434.

Mayers Electric Co. Inc.
4004 Erie Ct, Cincinnati OH 45227-2110. 513/272-2900.

North American Machinery Division
7759 Montgomery Rd, Cincinnati OH 45236-4257. 513/891-2017.

ENGINEERING SERVICES

Bischoff & Associates Inc.
1039 Pike St SW, Pataskala OH 43062. 614/927-7775.

Environ Consulting & Technology Inc.
2525 Tiller Ln, Columbus OH 43231-2260. 614/895-0477.

GRW Engineers Inc.
801 Corporate Dr, Lexington KY 40503-5401. 606/223-3999.

HW Lochner Inc.
3399 Tates Creek Rd, Lexington KY 40502-7400. 606/269-9613.

Killam Associates
6465 Reflections Dr, Dublin OH 43017-2353. 614/793-0992.

Litton Assembly & Test Operation
220 E High St, Covington OH 45318. 513/676-2542.

M-E Engineering Inc.
500 S Front St, Columbus OH 43215-7619. 614/469-4903.

Presnell Associates Inc.
220 Stourbridge St, Versailles KY 40383-1357. 606/873-2522.

PSI Services Inc.
955 Eastwind Dr, Westerville OH 43081-3376. 614/890-9009.

Tasc Inc.
2555 University Dr, Fairborn OH 45324-6228. 513/426-1040.

Varo Engineers Ltd.
2233 Northbank Dr, Columbus OH 43220-5422. 614/459-0424.

GENERAL CONTRACTORS

Can Do Construction Co.
5947 Dartshire Blvd, Dublin OH 43016-4212. 614/792-6329.

Corway Inc.
5853 Wolf Creek Pike, Dayton OH 45426-2437. 513/837-3358.

Drees Co.
211 Grandview Dr, Ft Mitchell KY 41017-2755. 606/578-4200.

Edward's Construction
954 W North Bend Rd, Cincinnati OH 45224-2250. 513/681-0330.

Frank Messer & Sons Construction Co.
832 W Main St, Lexington KY 40508-2022. 606/231-8199.

Hansco Inc.
8238 Winton Rd, Cincinnati OH 45231-5952. 513/522-7670.

Hazama Corporation
6479 Reflections Dr, Dublin OH 43017-2354. 614/792-8206.

Henry Fischer Builder Inc.
2670 Chancellor Dr, Ft Mitchell KY 41017-3443. 606/341-4709.

Hilsinger Building Construction
6790 Harrison Ave, Cincinnati OH 45247-3216. 513/574-8164.

Homewood Corp.
750 Northlawn Dr, Columbus OH 43214-1980. 614/451-9999.

MI Homes
7075 Lake Valley Dr, Westerville OH 43082-8151. 614/794-1480.

MI Homes
5594 Chesterview Dr, Galloway OH 43119-8988. 614/870-1227.

Mike Thompson Construction
714 Rombach Ave, Wilmington OH 45177-1934. 513/382-8184.

Olympus Homes Inc.
275 County Line Rd, Westerville OH 43081-6359. 614/523-4900.

Pettit Construction
6240 Frost Dr, Westerville OH 43082-9027. 614/523-0611.

Ryland Homes
4146 Summerfield Dr, Dayton OH 45432-1887. 513/427-1314.

Showcase Home Builders
Jefferson Golf & Country Club, New Albany OH 43054. 614/855-2778.

Silvestri Builders
133 S State St, Westerville OH 43081-2057. 614/890-3616.

The Mosser Group
1335 Dublin Rd, Columbus OH 43215-1000. 614/481-3531.

The Wallick Companies
PO Box 1023, Columbus OH 43216-1023. 614/863-4640.

Thomas Russ Construction Inc.
9936 Princeton-Glendale Rd, West Chester OH 45069. 513/874-4422.

Turner Construction Company
4526 Este Ave, Cincinnati OH 45232-1763. 513/542-8801.

Turner Construction Company
511 Walnut St, Cincinnati OH 45202-3118. 513/721-4224.

Wayne Homes
Alpha Rd & State Rte 35, Alpha OH 45301. 513/427-0946.

Zaring Homes Inc.
11300 Cornell Park Dr, Cincinnati OH 45242-1830. 513/489-8849.

GENERAL INDUSTRIAL CONTRACTORS

American Backyard Buildings
2004 Park Central Ave, Nicholasville KY 40356-9118. 606/887-5620.

American Tectonics
8180 Corporate Park Dr, Cincinnati OH 45242-3309. 513/489-4100.

Bi-Con Services Inc.
PO Box 801, Cambridge OH 43725-0801. 614/685-2542.

Bullock Garages
657 Blue Sky Pkwy, Lexington KY 40509-9459. 606/263-2644.

Detzel Construction
2160 Langdon Farm Rd, Cincinnati OH 45237-4711. 513/631-3100.

Ferguson Construction Co.
400 Canal St, Sidney OH 45365-2300. 513/498-2381.

Frank Messer & Sons Construction Co.
4612 Paddock Rd, Cincinnati OH 45229-1002. 513/242-1541.

Head Inc.
6200 Huntley Rd, Columbus OH 43229-1006. 614/885-3431.

Maescher Industries Inc.
2106 Florence Ave, Cincinnati OH 45206-2427. 513/751-3200.

Matrix Building Co. Inc.
1650 Russell St, Covington KY 41011-3395. 606/261-9551.

Morton Buildings Inc.
325 Denny Rd, Wilmington OH 45177-9222. 513/382-8528.

Setterlin Construction Company
2000 Kenny Rd, Columbus OH 43221-3502. 614/486-7108.

SK Construction Co.
2514 Atco Ave, Middletown OH 45042-2517. 513/424-1613.

Warm Bros Construction Co.
2335 Florence Ave, Cincinnati OH 45206-2430. 513/961-3787.

HEAVY CONSTRUCTION

Cable Express
8075 Bevelheimer Rd, New Albany OH 43054. 614/855-7088.

Contech Construction Products Inc.
7025 W Highway 22, Crestwood KY 40014-9080. 502/241-5462.

Fishel Co.
1810 Arlingate Ln, Columbus OH 43228-4111. 614/274-8100.

MASONRY, STONEWORK, AND PLASTERING

Southern Masonry Co.
135 Spruce St, Columbus OH 43215-1623. 614/469-1144.

MISC. SPECIAL TRADE CONTRACTORS

Fluor Daniel Construction Co.
125 Zesta Pl, Lexington KY 40505-3732. 606/288-2211.

Duncan Machinery Movers Inc.
2020 RL Duncan Rd, Lexington KY 40504-1007. 606/233-7333.

English Paving Co.
417 Crossfield Dr, Versailles KY 40383-1473. 606/873-5541.

Lepi Enterprises Inc.
PO Box 4161, Zanesville OH 43702-4161. 614/453-2980.

Nickolas Savko & Sons Inc.
4636 Shuster Rd, Columbus OH 43214-1934. 614/451-2242.

O'Rourke Construction Co.
660 Lunken Park Dr, Cincinnati
OH 45226-1800. 513/871-1400.

Welling Waltek
11655 Lebanon Rd, Cincinnati
OH 45241-2012. 513/874-7733.

Whities Construction
319 Vine St, Greenville OH
45331-1449. 513/548-9696.

OPERATIVE BUILDERS

M/I Schottenstein Homes Inc.
41 S High St, Columbus OH
43215-6101. 614/221-5700.

PLUMBING, HEATING, AND A/C

Airtron Inc.
7813 N Dixie Dr, Dayton OH
45414-2700. 513/898-0826.

Airtron Inc.
3050 Plainfield Rd, Dayton OH
45432-3711. 513/258-2171.

Applied Mechanical Systems Inc.
5598 Wolf Creek Pike, Dayton
OH 45426-2400. 513/854-3073.

Dubois Chemicals Inc.
255 E 5th St, Cincinnati OH
45202-4700. 513/762-6000.

Green Mechanical Construction Inc.
220 Big Run Rd, Lexington KY
40503-2933. 606/276-4646.

HS Stevenson & Sons
2600 South Limestone Street,
Springfield OH 45505-4940.
513/325-7011.

Peck Hannaford & Briggs Co.
4670 Chester Ave, Cincinnati OH
45232-1851. 513/681-4600.

Perfection Services Inc.
2649 Cora Ave, Cincinnati OH
45211-7946. 513/772-7545.

Senninger Plumbing Co. Inc.
5800 Kingpost Ct, Lexington KY
40509-9424. 606/263-4044.

PLUMBING, HEATING, AND A/C EQUIPMENT WHOLESALE

Dayton Winnelson Co.
431 Washington St, Dayton OH
45402-2544. 513/222-9491.

Habegger Corporation
4995 Winton Rd, Cincinnati OH
45232-1504. 513/681-6313.

Industrial Blowers
4509 Springfield Street, Dayton
OH 45431-1042. 513/476-6500.

Price Brothers Company
1950 Webster Street, Dayton OH
45404-1124. 513/226-8741.

Price Brothers Company
Utility Supply Center North
Orchard, Alpha OH 45301.
513/426-7321.

Thompson Pipe and Steel Co.
2512 Beechknoll Point, Dayton
OH 45458-2853. 513/438-8119.

Trane Co.
815 Falls Creek Dr, Vandalia OH
45377-9695. 513/246-4343.

Tri State Air Filter
423 Greenwell Avenue,
Cincinnati OH 45238-5302.
513/922-9666.

ROAD CONSTRUCTION

Allen Co. Inc.
PO Box 537, Winchester KY
40392-0537. 606/744-3361.

Geupel Construction Co. Inc.
1661 Old Henderson Rd,
Columbus OH 43220-3681.
614/459-2400.

Ziehler Road Materials Inc.
2011 Dryden Rd, Dayton OH
45439-1741. 513/293-5445.

For more information on career opportunities in architecture, construction, and engineering:

Associations

AACE INTERNATIONAL: THE ASSOCIATION FOR TOTAL COST MANAGEMENT
209 Prairie Avenue, Suite 100, P.O. Box 1557, Morgantown WV 26507-1557. 304/296-8444. 800/858-2678. Toll-free number provides information on scholarships for undergraduates. Fax: 304/291-5728. A membership organization which offers *Cost Engineering*, a monthly magazine; employment referral services; technical reference information and assistance; insurance; and a certification program accredited by the Council of Engineering Specialty Boards.

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
1111 19th Street NW, Suite 608, Washington DC 20036-3690. 202/296-2237. World Wide Web address: http://www.asee.org/aaes. A multi-disciplinary organization of professional engineering societies. Publishes reference works, including *Who's Who in Engineering Directory of Engineering Societies and Related Organizations*, and the *Thesaurus of Engineering and Scientific Terms*, as well as statistical reports from studies conducted by the Engineering Workforce Commission.

AMERICAN CONSULTING ENGINEERS COUNCIL
1015 15th Street NW, Suite 802, Washington DC 20005. 202/347-7474. Fax: 202/898-0068. World Wide Web address: http://www.acec.org. A national organization of more than 5,000 member firms. Offers *Last Word*, a weekly newsletter; *American Consulting Engineer* magazine; life and health insurance programs; books, manuals, video and audiotapes, and contract documents; conferences and seminars; and voluntary peer reviews.

AMERICAN INSTITUTE OF ARCHITECTS
1735 New York Avenue NW, Washington DC 20006. 202/626-7300. Toll-free phone: 800/365-2724. World Wide Web address: http://www.aia.org. Contact toll-free number for brochures.

AMERICAN INSTITUTE OF CONSTRUCTORS
466 94th Avenue North, St. Petersburg FL 33702. 813/578-0317. World Wide Web address: http://www.aicnet.org.

AMERICAN SOCIETY FOR ENGINEERING EDUCATION
1818 N Street NW, Suite 600, Washington DC 20036. 202/331-3500. World Wide Web address:

http://www.asee.org. Promotes engineering education. Publishes monthly magazines.

AMERICAN SOCIETY OF CIVIL ENGINEERS
345 East 47th Street, New York NY 10017. 212/705-7496. Toll-free number: 800/548-2723. World Wide Web address: http://www.asce.org. A membership organization which offers subscriptions to *Civil Engineering* magazine and *ASCE News*, discounts on various other publications, seminars, audio and videotapes, specialty conferences, an annual convention, group insurance programs, and pension plans.

AMERICAN SOCIETY OF HEATING, REFRIGERATING AND AIR CONDITIONING ENGINEERS
1791 Tullie Circle NE, Atlanta GA 30329. 404/636-8400. Fax: 404/321-5478. World Wide Web address: http://www.ashrae.org. A society of 50,000 members which offers handbooks, a monthly journal, a monthly newspaper, discounts on other publications, group insurance, continuing education, and registration discounts for meetings, conferences, seminars, and expositions.

AMERICAN SOCIETY OF LANDSCAPE ARCHITECTS
4401 Connecticut Avenue NW, Washington DC 20008. 202/686-2752. World Wide Web address: http://www.asla.org. Look for Joblink for employment listings.

AMERICAN SOCIETY OF MECHANICAL ENGINEERS
345 East 47th Street, New York NY 10017. 212/705-7722. World Wide Web address: http://www.asme.org. Handles educational materials for certified engineers, as well as scholarships.

AMERICAN SOCIETY OF NAVAL ENGINEERS
1452 Duke Street, Alexandria VA 22314. 703/836-6727. Holds symposiums based on technical papers. Publishes a journal and newsletter bimonthly.

AMERICAN SOCIETY OF PLUMBING ENGINEERS
3617 Thousand Oaks Boulevard, Suite 210, Westlake CA 91362-3694. 805/495-7120. World Wide Web address: http://www.aspehq. Provides technical and educational information.

AMERICAN SOCIETY OF SAFETY ENGINEERS
1800 East Oakton Street, Des Plaines IL 60018-2187. 847/692-4121. Jobline service available at ext. 243. Fax: 847/296-3769. World Wide Web address: http://www.asse.org. A membership organization offering *Professional Safety*, a monthly journal; educational seminars; an annual professional development conference and exposition; technical publications; certification preparation programs; career placement services; and group and liability insurance programs.

ASSOCIATED BUILDERS AND CONTRACTORS
1300 North 17th Street, Rosslyn VA 22209. 703/812-2000. Sponsors annual career fair. Currently in the process of creating a service to find workers for construction companies.

ASSOCIATED GENERAL CONTRACTORS OF AMERICA, INC.
1957 E Street NW, Washington DC 20006. 202/393-2040. A full-service construction association of subcontractors, specialty contractors, suppliers, equipment manufacturers, and professional firms. Services include government relations, education and training, jobsite services, legal services, and information services.

ILLUMINATING ENGINEERING SOCIETY OF NORTH AMERICA
120 Wall Street, 17th Floor, New York NY 10005-4001. 212/248-5000. An organization for industry professionals involved in the manufacturing, design, specification, and maintenance of lighting systems. Conference held annually. Offers a Technical Knowledge Examination.

JUNIOR ENGINEERING TECHNICAL SOCIETY
1420 King Street, Suite 405, Alexandria VA 22314-2794. 703/548-JETS. Fax: 703/548-0769. E-mail address: jets@nas.edu. A nonprofit, educational society promoting interest in engineering, technology, mathematics, and science. Provides information to high school students and teachers regarding careers in engineering and technology.

NATIONAL ACTION COUNCIL FOR MINORITIES IN ENGINEERING
3 West 35th Street, New York NY 10001. 212/279-2626. Offers scholarship programs for students.

NATIONAL ASSOCIATION OF HOME BUILDERS
1201 15th Street NW, Washington DC 20005. 202/822-0200. World Wide Web address: http://www.nahb.com. A trade association promoting safe and affordable housing. Provides management services and education for members.

NATIONAL ASSOCIATION OF MINORITY ENGINEERING
1133 West Morse Boulevard, Suite 201, Winter Park FL 32789. 407/647-8839.

NATIONAL SOCIETY OF BLACK ENGINEERS
1454 Duke Street, Alexandria VA 22314. 703/549-2207. World Wide Web address: http://www.nsbe.org. A nonprofit organization run by college students. Offers scholarships, editorials, and magazines.

NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS
1420 King Street, Alexandria VA 22314-2794. 703/684-2800. Call 703/684-2830 for scholarship information for students. Fax: 703/836-4875. World Wide Web address: http://www.nspe.org. A society of over 73,000 engineers. Membership includes the

monthly magazine *Engineering Times;* continuing education; scholarships and fellowships; discounts on publications; health and life insurance programs; and employment service programs.

SOCIETY OF AMERICAN REGISTERED ARCHITECTS
1245 South Highland Avenue, Lombard IL 60148.
708/932-4622.

SOCIETY OF FIRE PROTECTION ENGINEERS
One Liberty Square, Boston MA 02109-4825.
617/482-0686. Fax: 617/482-8184. A professional society which offers members reports, newsletters, *Journal of Fire Protecting Engineering,* insurance programs, short courses, symposiums, tutorials, an annual meeting, and engineering seminars.

Directories

DIRECTORY OF ENGINEERING SOCIETIES
American Association of Engineering Societies, 1111 19th Street NW, Suite 608, Washington DC 20036.
202/296-2237. $185.00. Lists other engineering association members, publications, and convention exhibits.

DIRECTORY OF ENGINEERS IN PRIVATE PRACTICE
National Society of Professional Engineers, 1420 King Street, Alexandria VA 22314. 703/684-2800.
$50.00. Lists members and companies.

Magazines

THE CAREER ENGINEER
National Society of Black Engineers, 1454 Duke Street, Alexandria VA 22314. 703/549-2207.

CHEMICAL & ENGINEERING NEWS
American Chemical Society, 1155 16th Street NW, Washington DC 20036. 202/872-4600.

COMPUTER-AIDED ENGINEERING
Penton Publishing, 1100 Superior Avenue, Cleveland OH 44114. 216/696-7000.

EDN CAREER NEWS
Cahners Publishing Company, 275 Washington Street, Newton MA 02158. 617/964-3030.

ENGINEERING TIMES
National Society of Professional Engineers, 1420 King Street, Alexandria VA 22314. 703/684-2800.

NAVAL ENGINEERS JOURNAL
American Society of Naval Engineers, 1452 Duke Street, Alexandria VA 22314. 703/836-6727.
Subscription: $48.

Visit our exciting job and career site at http://www.careercity.com

ARTS AND ENTERTAINMENT/RECREATION

Job opportunities in the entertainment and recreation industries are projected to increase 39 percent through the year 2005, faster than the average for all industries. Higher incomes, growth of leisure time due to a growing population of retirees, and increasing awareness of the health benefits of physical fitness will affect employment growth.

The market for leisure activities is changing. In the past, amusement and recreation services catered to those in their '20s and '30s who had steadily growing incomes. Now that those baby boomers have grown up, companies are targeting adults between 50 and 75 years old.

In Hollywood, the past several years have been marked by mergers: Disney and ABC/Capital Cities, Westinghouse and CBS, Turner Broadcasting and Time Warner, and Seagram and MCA, to name a few of the biggest headline-stealers. And then there's the growing alliance between Hollywood and Silicon Valley. Microsoft, for example, has joined forces with NBC to create an online news station.

AMERICANA AMUSEMENT PARK
5757 Hamilton Middletown Road, Middletown OH 45044. 513/539-7339. **Contact:** Personnel Department. **Description:** An amusement park.

BALLET MET
322 Mt. Vernon Avenue, Columbus OH 43215. 614/229-4860. **Fax:** 614/229-4858. **Contact:** Human Resources Department. **Description:** Professional dance company and academy.

CINCINNATI OPERA
1241 Elm Street, Cincinnati OH 45210. 513/621-1919. **Contact:** Paul Stuhlreyer, Human Resources. **Description:** Established in 1920, the Cincinnati Opera produces a grand opera during the summer festival season.

CINCINNATI PLAYHOUSE IN THE PARK
P.O. Box 6537, Cincinnati OH 45206. 513/345-2242. **Fax:** 513/345-2254. **Contact:** Gail Lawrence, Business Manager. **Description:** Live theater that presents professional theater to the Cincinnati region. The Playhouse is a member of the League of Regional Theaters. Established in 1960.

PARAMOUNT'S KINGS ISLAND
6300 Kings Island Drive, Kings Island OH 45034. 513/573-5748. **Contact:** Kimberly Compton, Supervisor of Recruitment & Activities. **Description:** A seasonal amusement park open April through October. In addition to the 175 full-time/year-round staff, the company also employs 5,000 seasonal associates. **NOTE:** This firm does not accept unsolicited resumes. Please respond to advertised openings only. Auditions for entertainers are held in fall. **Common positions include:** Apparel Worker; Cashier; Chef/Cook/Kitchen Worker; Customer Service Representative; Employment Interviewer; Food and Beverage Service Worker; Heating/AC/Refrigeration Technician; Housekeeper; Maintenance Worker; MIS Specialist; Photographer/Camera Operator; Public Relations Specialist; Railroad Worker; Registered Nurse; Restaurant/Food Service Manager; Retail Sales Worker; Stock Clerk; Warehouse/Distribution Worker. **Benefits:** 401(k); Employee Discounts; Life Insurance; Medical Insurance; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** Charlotte NC. **Other U.S. locations:** Santa Clara NC; Doswell VA; Richmond VA. **Parent company:** Viacom/Blockbuster Entertainment. **Operations at this**

facility include: Administration; Divisional Headquarters; Manufacturing; Sales; Service. **Annual sales/revenues:** more than $100 million. **Number of employees at this location:** 230.

UNIVERSAL PICTURES PUBLICITY
644 Linn Street, Suite 626, Cincinnati OH 45203. 513/723-0999. **Contact:** Human Resources. **Description:** Universal Pictures Publicity handles the promotion and publicity for films produced by Universal Pictures.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

AMUSEMENT AND RECREATION SERVICES

Cincinnati Riverfront Coliseum
9433 Montgomery Rd, Cincinnati OH 45242-7602. 513/241-8500.

Nutter Center EJ
3640 Col. Glenn Hwy, Dayton OH 45435-0001. 513/873-3498.

Volume Services
100 Broadway St, Cincinnati OH 45202-3514. 513/721-2535.

ENTERTAINERS AND ENTERTAINMENT GROUPS

DAKA Music
1263 Rossmore Ave, Cincinnati OH 45237-5215. 513/242-6028.

Muse Machine
126 N Main St, Dayton OH 45402-1766. 513/461-1186.

MOTION PICTURE AND VIDEO TAPE PRODUCTION AND DISTRIBUTION

Coronet/MTI
4350 Equity Dr, Columbus OH 43228-3841. 614/771-7362.

Video Treasures
2001 Glenn Pkwy, Batavia OH 45103-1676. 513/732-2613.

PHYSICAL FITNESS FACILITIES

Bally's Scandinavian
1290 Old Henderson Rd, Columbus OH 43220-3608. 614/457-9066.

MUSEUMS AND ART GALLERIES

Cincinnati Art Museum
953 Eden Park Dr, Cincinnati OH 45202-1557. 513/721-5204.

RACING AND TRACK OPERATION

Fairground Race Track
3891 Grove City Road, Grove City OH 43123-9193. 614/875-9091.

Scioto Downs Inc.
6000 S High St, Columbus OH 43207. 614/491-2515.

For more information on career opportunities in arts, entertainment, and recreation:

Associations

AMERICAN ASSOCIATION OF MUSEUMS
1225 I Street NW, Suite 200, Washington DC 20005. 202/289-1818. Fax: 202/289-6578. World Wide Web address: http://www.americanmuse.org/aam. Publishes *AVISO,* a monthly newsletter containing employment listings for the entire country.

AMERICAN COUNCIL FOR THE ARTS
1 East 53rd Street, New York NY 10022. 212/223-2787. Fax: 212/980-4857. Visual Artist Information Hotline: 800/232-2789. A nonprofit organization for the literary, visual, and performing arts. Supports K-12 education and promotes public policy through meetings, forums, and seminars.

AMERICAN CRAFTS COUNCIL
72 Spring Street, New York NY 10012. 212/274-0630. World Wide Web address: http://www.mcraft.org. Operates a research library. Publishes *American Crafts* magazine.

AMERICAN DANCE GUILD
31 West 21st Street, New York NY 10010. 212/627-3790. Holds an annual conference with panels, performances, and workshops. Operates a job listings service (available at a discount to members.)

AMERICAN FEDERATION OF MUSICIANS
1501 Broadway, Suite 600, New York NY 10036. 212/869-1330. Membership required.

AMERICAN FEDERATION OF TELEVISION AND RADIO ARTISTS
260 Madison Avenue, New York NY 10016. 212/532-0800. Membership required.

AMERICAN FILM INSTITUTE
2021 North Western Avenue, Los Angeles CA 90027. 213/856-7706. Toll-free phone: 800/774-4AFI. World Wide Web address: http://www.afionline.org. Membership is required, and includes: a newsletter; members-only discounts on events, seminars, workshops, and exhibits; and two free tickets and discounts at the AFI Theater in Washington, DC.

AMERICAN MUSIC CENTER
30 West 26th Street, Suite 1001, New York NY 10010-2011. 212/366-5260. Fax: 212/366-5265.

World Wide Web address: http://www.amc.net/amc. A nonprofit research and information center for contemporary music and jazz. Provides information services and grant programs.

AMERICAN SOCIETY OF COMPOSERS, AUTHORS, AND PUBLISHERS (ASCAP)
One Lincoln Plaza, New York NY 10023. 212/621-6000. Fax: 212/724-9064. World Wide Web address: http://www.ascap.com. A membership association which licenses members' work and pays members royalties. Offers showcases and educational seminars and workshops.

AMERICAN SYMPHONY ORCHESTRA LEAGUE
1156 15th Street NW, Suite 4800, Washington DC 20005. 202/628-0099.

AMERICAN ZOO AND AQUARIUM ASSOCIATION
Oglebay Park, Wheeling WV 26003. 304/242-2160. World Wide Web address: http://www.aza.org. Produces a monthly newspaper.

ASSOCIATION OF INDEPENDENT VIDEO AND FILMMAKERS
625 Broadway, 9th Floor, New York NY 10012. 212/807-1400. World Wide Web address: http://www.virtualfilm.com/aivf.

NATIONAL ARTISTS' EQUITY ASSOCIATION
P.O. Box 28068, Central Station, Washington DC 20038-8068. 202/628-9633. A national, nonprofit organization dedicated to improving economic, health, and legal conditions for visual artists.

NATIONAL DANCE ASSOCIATION
1900 Association Drive, Reston VA 22091. 703/476-3436. Fax: 703/476-9527. Promotes the development and implementation of philosophies and policies in all forms of dance and in dance education at all levels.

NATIONAL ENDOWMENT FOR THE ARTS
1100 Pennsylvania Avenue NW, Washington DC 20506. 202/682-5400. World Wide Web address: http://www.nea.gov.

NATIONAL RECREATION AND PARK ASSOCIATION
2775 South Quincy Street, Suite 300, Arlington VA 22206. 703/820-4940. Fax: 703/671-6772. A national, nonprofit service organization. Offers professional development and training opportunities in recreation, parks, and leisure services. Publishes a newsletter and magazine.

PRODUCERS GUILD OF AMERICA
400 South Beverly Drive, Suite 211, Beverly Hills CA 90212. 310/557-0807. Membership is required, and includes: credit union access; subscription to *P.O.V. Magazine* and the association newsletter; attendance at the organization's annual Golden Laurel Awards and other events; and special screenings of motion pictures at the time of the Academy Awards.

THEATRE COMMUNICATIONS GROUP
355 Lexington Avenue, New York NY 10017. 212/697-5230.

WOMEN'S CAUCUS FOR ART
Moore College of Art, 20th & The Parkway, Philadelphia PA 19103. 215/854-0922. Fax: 215/854-0915. A national organization of professionals in the visual arts. Over 3,700 members. Membership includes an annual conference; participation in juried shows; local chapter meetings and regional conferences; publications including an annual exhibition catalog of honors awards and a quarterly newsletter; and insurance programs.

Directories

ARTIST'S MARKET
Writer's Digest Books, 1507 Dana Avenue, Cincinnati OH 45207. 513/531-2222.

CREATIVE BLACK BOOK
866 3rd Avenue, 3rd Floor, New York NY 10022. 212/254-1330.

PLAYERS GUIDE
165 West 46th Street, New York NY 10036. 212/869-3570.

ROSS REPORTS TELEVISION
Television Index, Inc., 40-29 27th Street, Long Island City NY 11101. 718/937-3990.

Magazines

AMERICAN ARTIST
One Astor Place, 1515 Broadway, New York NY 10036. 212/764-7300. 800/346-0085, ext. 477.

AMERICAN CINEMATOGRAPHER
American Society of Cinematographers, P.O. Box 2230, Hollywood CA 90028. 213/969-4333.

ART BUSINESS NEWS
Myers Publishing Company, 19 Old Kings Highway South, Darien CT 06820. 203/656-3402.

ART DIRECTION
10 East 39th Street, 6th Floor, New York NY 10016. 212/889-6500.

ARTFORUM
65 Bleecker Street, New York NY 10012. 212/475-4000.

ARTWEEK
12 South First Street, Suite 520, San Jose CA 95113. 408/279-2293.

AVISO
American Association of Museums, 1225 I Street NW, Suite 200, Washington DC 20005. 202/289-1818.

BACK STAGE
1515 Broadway, New York NY 10036. 212/764-7300.

BILLBOARD
Billboard Publications, Inc., 1515 Broadway, New York NY 10036. 212/764-7300.

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VARIETY
249 West 17th Street, New York NY 10011. 212/779-1100. 800/323-4345.

WOMEN ARTIST NEWS
300 Riverside Drive, New York NY 10025. 212/666-6990.

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AUTOMOTIVE

The automotive industry saw a big turnaround in 1994, with sales of new cars and trucks reaching a six-year high. Unfortunately, the boom didn't last. Rising interest rates in early 1995 put the brakes on auto sales. Although the year can't be classified as truly weak, 1995 sales dropped 2.6 percent off 1994's pace. Rising steel prices have also put pressure on the Big Three automakers to cut costs and boost productivity, so don't look for job opportunities to grow very rapidly in '96. Even so, analysts are predicting a 2 percent sales gain in 1996, spurred in part by dropping interest rates.

Jobseekers should look to auto parts suppliers in addition to the Big Three. While Detroit is using fewer suppliers than in the past, the suppliers that are under contract are being asked to supply more of the finished product. Look for large employers with financial backing and superior skills.

BAILEY CORP.
P.O. Box 2002, Lancaster OH 43130-9363. 614/654-6620. **Contact:** Human Resources Department. **Description:** Bailey Corporation is a manufacturer of molded and painted plastic exterior components for North American original equipment manufacturers of cars, light trucks, sport utility vehicles and mini-vans. The company's products include grille opening panels and reinforcements, bumper covers, body side moldings and claddings, fairings, fender extensions, wheel lips, spoilers and, as a result of the Premix/EMS acquisition, molded bumper beams and larger body panels such as hoods, sun roofs, doors and liftgates. Bailey parts are currently used in vehicles manufactured by Ford, Chrysler, Honda, Mazda, Nissan, Oldsmobile, and Cadillac. The company is generally selected to supply a component two to four years in advance of production. Once selected, the company usually supplies the component on a sole basis for the life of a model. **Corporate headquarters location:** Seabrook NH.

CHRYSLER CORPORATION
DAYTON THERMAL PRODUCTS PLANT
P.O. Box 1205, Dayton OH 45401. 513/224-2900. **Recorded Jobline:** 513/224-2300. **Contact:** Fred McCarty, Human Resources. **Description:** Established 1924. Chrysler Corporation produces cars, trucks, minivans, and sport-utility vehicles for customers in more than 100 countries. Chrysler's revenues and results of operations are principally derived from the U.S. and Canadian automotive marketplace. In North America, the company markets vehicles through three divisions: Chrysler/Plymouth, Dodge/Dodge Truck, and Jeep/Eagle. Chrysler's major subsidiaries are Chrysler Financial Corporation, which provides financing for Chrysler's dealers and customers; Pentastar Transportation Group, Inc., which includes Thrifty Rent-A-Car System, Inc., and Dollar Systems, Inc.; and Chrysler Technologies Corporation, which manufactures high-technology electronic products. This location designs, develops, and manufactures automotive A/C systems and heaters. **Common positions include:** Draftsperson; Financial Analyst; Layout Engineer; Mechanical Engineer; Quality Control Supervisor; Tool Engineer. **Educational backgrounds include:** Business Administration; Engineering; Finance; Mathematics. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing; Research and Development. **Listed on:** New York Stock Exchange.

FORD MOTOR COMPANY
BATAVIA TRANSMISSION PLANT
P.O. Box 387, Batavia OH 45103. 513/732-4501. **Contact:** Ed Smith, Human Resources Department. **Description:** This location manufactures front-wheel drive transmissions. Overall, Ford Motor Company is engaged in the design, development, manufacture, and sale of cars, trucks,

tractors, and related components and accessories. Ford is also one of the largest providers of financial services in the United States. The company has manufacturing, assembly, and sales affiliates in 29 countries outside the United States. The company's two core businesses are the Automotive Group and the Financial Services Group (Ford Credit, The Associates, USL Capital, and First Nationwide). Ford also is engaged in a number of other businesses including electronics, glass, electrical and fuel-handling products, plastics, climate-control systems, automotive service and replacement parts, vehicle leasing and rental, and land development. **Corporate headquarters location:** Dearborn MI. **Number of employees worldwide:** 300,000.

FORD MOTOR COMPANY
SHARONVILLE PLANT
3000 Sharon Road, Cincinnati OH 45241. 513/782-7800. **Contact:** Human Resources Department. **Description:** An automotive/transportation equipment company. Overall, Ford Motor Company is engaged in the design, development, manufacture, and sale of cars, trucks, tractors, and related components and accessories. Ford is also one of the largest providers of financial services in the United States. The company has manufacturing, assembly, and sales affiliates in 29 countries outside the United States. The company's two core businesses are the Automotive Group and the Financial Services Group (Ford Credit, The Associates, USL Capital, and First Nationwide). Ford also is engaged in a number of other businesses, including electronics, glass, electrical and fuel-handling products, plastics, climate-control systems, automotive service and replacement parts, vehicle leasing and rental, and land development. **Number of employees worldwide:** 300,000.

GENERAL ELECTRIC COMPANY
1801 GE Drive, Lexington KY 40503. 606/277-1161. **Contact:** Ranny Blount, Human Resources. **Description:** Part of the diversified manufacturer, G.E. operates in the following areas: aircraft engines (jet engines, replacement parts, and repair services for commercial, military, executive, and commuter aircraft); appliances; broadcasting (NBC); industrial and power systems (lighting products, electrical distribution and control equipment, transportation systems products, electric motors and related products, a broad range of electrical and electronic industrial automation products, and a network of electrical supply houses); materials (plastics, ABS resins, silicones, superabrasives, and laminates); power systems (products for the generation, transmission, and distribution of electricity); technical products and systems (medical systems and equipment, as well as a full range of computer-based information and data interchange services for both internal use and external commercial and industrial customers); and capital services (consumer services; financing; specialty insurance; and Kidder, Peabody investment bank and securities broker). As part of the lighting division, this location manufactures headlamps for automobiles. **Corporate headquarters location:** Fairfield CT. **Number of employees at this location:** 470.

GENERAL MOTORS CORPORATION
DELPHI CHASSIS SYSTEMS
2000 Forrer Boulevard, Kettering OH 45420. 513/455-5000. **Contact:** Personnel Director. **Description:** Manufactures automotive parts, including brake systems, master cylinders, drum brakes, hydraulic brake boosters, calipers, rotors, knuckles and wheel brake assemblies, automatic transmission parts and engine bearings. Overall, General Motors Corporation is one of the world's largest full-line vehicle manufacturers, and also has substantial interests in information technology, electronics, and finance. GM conducts business through the following sectors: North American Automotive Operations, Delphi Automotive Systems, International Operations, General Motors Acceptance Corporation (GMAC), Electronic Data Systems Corporation (EDS), and GM Hughes Electronics Corporation. North American Automotive Operations includes Sales/Service Groups (Buick, Cadillac, Chevrolet, GMC Truck, Oldsmobile, Pontiac, and Saturn) and Vehicle Development Groups (Powertrain, Truck Group, Small Car Group, and Midsize/Luxury Car Group). Delphi Automotive Systems consists of Delphi Chassis Systems, Delphi Packard Electric Systems, Delphi Energy & Engine Management Systems, Delphi Saginaw Steering Systems, Delphi Harrison Thermal Systems, Delphi Interior & Lighting Systems, Delphi Automotive Systems European Region, Delphi Automotive Systems Asia/Pacific Region, and Delphi Automotive Systems South America. International Operations include GM Europe (GME); Asia Pacific Operations (APO); and Latin America, Africa, Middle East Operations (LAAMO). GMAC, which provides financing and insurance to GM customers and dealers, consists of North American Operations, International Operations, Motors Insurance Corporation, and GMAC Mortgage Group.

EDS applies information technologies to more than 8,000 customers globally in the communications, energy/chemical, insurance, public sector, travel and transportation, financial services, manufacturing, and retail industries. GM Hughes Electronics Corporation is involved in automotive, telecommunications and space, and defense electronics.

GENERAL MOTORS CORPORATION
DELPHI HARRISON THERMAL SYSTEMS

3600 Dryden Road, Moraine OH 45439. 513/455-5000. **Contact:** Personnel Administrator. **Description:** Manufactures and builds automotive air conditioning compressors and accumulator dehydrators. Overall, General Motors Corporation is one of the world's largest full-line vehicle manufacturers, and also has substantial interests in information technology, electronics, and finance. GM conducts business through the following sectors: North American Automotive Operations, Delphi Automotive Systems, International Operations, General Motors Acceptance Corporation (GMAC), Electronic Data Systems Corporation (EDS), and GM Hughes Electronics Corporation. North American Automotive Operations includes Sales/Service Groups (Buick, Cadillac, Chevrolet, GMC Truck, Oldsmobile, Pontiac, and Saturn) and Vehicle Development Groups (Powertrain, Truck Group, Small Car Group, and Midsize/Luxury Car Group). Delphi Automotive Systems, formerly known as Automotive Components Group, consists of Delphi Chassis Systems, Delphi Packard Electric Systems, Delphi Energy & Engine Management Systems, Delphi Saginaw Steering Systems, Delphi Harrison Thermal Systems, Delphi Interior & Lighting Systems, Delphi Automotive Systems European Region, Delphi Automotive Systems Asia/Pacific Region, and Delphi Automotive Systems South America. International Operations include GM Europe (GME); Asia Pacific Operations (APO); and Latin America, Africa, Middle East Operations (LAAMO). GMAC, which provides financing and insurance to GM customers and dealers, consists of North American Operations, International Operations, Motors Insurance Corporation, and GMAC Mortgage Group. EDS applies information technologies to more than 8,000 customers globally in the communications, energy/chemical, insurance, public sector, travel and transportation, financial services, manufacturing, and retail industries. GM Hughes Electronics Corporation is involved in automotive electronics, telecommunications and space electronics, and defense electronics. **Common positions include:** Accountant/Auditor; Administrator; Blue-Collar Worker Supervisor; Department Manager; Draftsperson; Editor; Electrical/Electronics Engineer; General Manager; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Mechanical Engineer; Metallurgical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Reporter; Transportation/Traffic Specialist. **Educational backgrounds include:** Engineering; Management/Planning; Psychology. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** Lockport NY. **Other U.S. locations:** Tuscaloosa AL. **Operations at this facility include:** Manufacturing.

GENERAL MOTORS CORPORATION
INLAND DIVISION

2701 Home Avenue, Dayton OH 45417. 513/455-5000. **Contact:** Personnel. **Description:** This location manufactures instrument panel and foam seat pads, weather strips, brake lining and hose, steering wheels, ball joints, engine and transmission mounts, and suspension springs. Overall, General Motors Corporation is one of the world's largest full-line vehicle manufacturers and also has substantial interests in information technology, electronics, and finance. GM conducts business through the following sectors: North American Automotive Operations, Delphi Automotive Systems, International Operations, General Motors Acceptance Corporation (GMAC), Electronic Data Systems Corporation (EDS), and GM Hughes Electronics Corporation. North American Automotive Operations includes Sales/Service Groups (Buick, Cadillac, Chevrolet, GMC Truck, Oldsmobile, Pontiac, and Saturn) and Vehicle Development Groups (Powertrain, Truck Group, Small Car Group, and Midsize/Luxury Car Group). Delphi Automotive Systems, formerly known as Automotive Components Group, consists of Delphi Chassis Systems, Delphi Packard Electric Systems, Delphi Energy & Engine Management Systems, Delphi Saginaw Steering Systems, Delphi Harrison Thermal Systems, Delphi Interior & Lighting Systems, Delphi Automotive Systems European Region, Delphi Automotive Systems Asia/Pacific Region, and Delphi Automotive Systems South America. GMAC, which provides financing and insurance to GM customers and dealers, consists of North American Operations, International Operations, Motors

Insurance Corporation, and GMAC Mortgage Group. EDS applies information technologies to more than 8,000 customers globally in many different industries. GM Hughes Electronics Corporation is involved in automotive, telecommunications and space, and defense electronics. **NOTE:** Interested applicants should send resumes to: Regional Personnel Center, 3800 Springborough Heights, Moraine OH 45439.

HONDA OF AMERICA MANUFACTURING INC.
24000 Honda Parkway, Marysville OH 43040. 513/644-7767. **Contact:** Human Resources Department. **Description:** This location is the manufacturing facilities for the automobile and motorcycle producer Honda. **Common positions include:** Accountant/Auditor; Attorney; Computer Programmer; Electrical/Electronics Engineer; Financial Analyst; Mechanical Engineer; Metallurgical Engineer; Purchasing Agent and Manager; Quality Control Supervisor; Systems Analyst; Technical Writer/Editor. **Educational backgrounds include:** Accounting; Computer Science; Engineering; Finance. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Legal Services; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Manufacturing. **Listed on:** New York Stock Exchange.

ICHIKOH MANUFACTURING INC.
6601 Midland Industrial Drive, Shelbyville KY 40065. 502/633-4936. **Fax:** 502/633-6251. **Contact:** Debbie Reinert, Human Resources Supervisor. **Description:** A manufacturer of automotive mirrors. **Parent company:** Ichikoh, Japan. **Number of employees at this location:** 400.

JOHNSON CONTROLS, INC.
One Quality Drive, Georgetown KY 40324. 502/863-3910. **Contact:** Dave Billups, Manager of Public Relations. **Description:** Founded in 1885, Johnson Controls is now a global market leader in automotive seating, facility services and control systems, plastic packaging, and automotive batteries. These industries make up the four business units of the company: Automotive, Controls, Plastics, and Battery. The automotive business produces complete seat systems, seating components, and interior trim systems for cars, light trucks, and vans. The controls segment is involved in the installation and service of facility management and control systems, retrofit and service of mechanical equipment and lighting systems in non-residential buildings, and on-site management of facility operations and maintenance. The plastics unit manufactures plastic containers for beverages, food, personal care, and household items, as well as manufacturing, installing, and servicing plastics blowmolding machinery systems. The battery segment manufactures automotive batteries for the replacement and original equipment markets and specialty batteries for telecommunications and uninterruptible power supply (UPS) applications. **Corporate headquarters location:** Milwaukee WI.

KENWORTH TRUCK COMPANY
P.O. Box 2345, Chillicothe OH 45601. 614/774-5111. **Contact:** Human Resources. **Description:** A producer of heavy duty motor vehicles.

NAVISTAR INTERNATIONAL TRANSPORTATION CORPORATION
P.O. Box 600, Springfield OH 45501. 513/390-2800. **Contact:** Employment Office. **Description:** A large manufacturer of large- and medium-sized heavy duty trucks, chassis, and mid-range diesel engines. Other operations include financing for dealers and customers, service operations, and replacement parts distribution. The company operates seven production facilities in the U.S. and one in Canada and sells its products throughout more than 70 countries.

TS TRIM INDUSTRIES INC.
10 Kenny Drive, Athens OH 45701. 614/593-5958. **Fax:** 614/593-7096. **Contact:** Karen Rabren, Human Resources Manager. **Description:** Engaged in the cutting and sewing of fabric in the process of manufacturing automotive seat covers. The company is a supplier to Honda of America. **Common positions include:** General Manager; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Operations/Production Manager; Quality Control Supervisor. **Educational backgrounds include:** Business Administration; Engineering. **Benefits:** 401(k);

Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** Canal Winchester OH. **Parent company:** Tokyo Seat (Japan). **Operations at this facility include:** Manufacturing. **Listed on:** Privately held. **Number of employees at this location:** 400. **Number of employees nationwide:** 825.

THOR INDUSTRIES
419 West Pike Street, Jackson Center OH 45334. 513/596-6849. **Contact:** Human Resources. **Description:** Manufactures a wide range of recreational vehicles and small and mid-size buses in both the U.S. and Canada. One of the largest producers of recreational vehicles in North America. **Number of employees nationwide:** 2,000.

TOYOTA MOTOR MANUFACTURING USA
1001 Cherry Blossom Way, Georgetown KY 40324. 502/868-2000. **Contact:** Sam Heltman, Vice President/Human Resources. **Description:** An automotive manufacturer with operations in Japan, Europe, Southeast Asia, and North America. At this location, Toyota manufactures Camry and Avalon automobiles. In early 1994, expansion work was completed, doubling the capacity of the plant to more than 400,000 cars per year. Overseas projects included the Toyota RAV4 recreational vehicle and the Curren, a medium-sized coupe designed for younger drivers, both of which debuted in Japan and Europe in 1994. Toyota has also diversified into the areas of financial services, prefabricated housing, and telecommunications. **Corporate headquarters location:** Japan. **Number of employees at this location:** 4,700.

UNITED TECHNOLOGIES AUTOMOTIVE
P.O. Box 30, Zanesville OH 43702-0030. 614/452-7541. **Contact:** Hank Real, Human Resources Manager. **Description:** An automotive equipment/parts company. **Parent company:** United Technologies Corporation provides high-technology products and support services to customers in the aerospace, building, military, and automotive industries worldwide. Products include large jet engines, temperature control systems, elevators and escalators, helicopters, and flight systems. The company markets its products under a variety of brand names including Carrier, Hamilton Standard, Otis, Pratt & Whitney, and Sikorsky. Production facilities are located in the U.S., Latin America, Mexico, Canada, Australia, Europe, and Asia.

VERNAY LABORATORIES
P.O. Box 310, Yellow Springs OH 45387. 513/767-7261. **Contact:** Human Resources. **Description:** Manufactures precision-molded rubber products mainly for the automotive industry and also for appliances, specialty products, and medical applications. Vernay rubber products are used in the brakes, steering, and numerous other elements of automobile assembly. **NOTE:** The physical address of Vernay Laboratories is 875 Dayton Street, Yellow Springs OH 45387.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

AUTOMOTIVE REPAIR SHOPS

Auto Aces
645 E Main St, Hebron OH 43025-9702. 614/928-1122.

Baylor & Baylor Inc.
2041 Fairgrove Ave, Indian Springs OH 45011-1967. 513/868-6554.

Bluegrass Bandag Inc.
1047 Majaun Rd, Lexington KY 40511-1150. 606/233-7301.

Car-X Muffler & Brake
2220 S Erie Hwy, Hamilton OH 45011-4128. 513/863-0306.

Firestone Tire & Service Centers
1313 Harrisburg Pike, Columbus OH 43223-3229. 614/351-0434.

Greens Toyota
1158 Floyd Dr, Lexington KY 40505-2716. 606/255-5006.

BP Procare
1250 North Memorial Drive, Lancaster OH 43130-1625. 614/653-7010.

Herb's Auto Repair Service
2164 Mock Rd, Columbus OH 43219-1280. 614/475-0407.

Midas Muffler Service Centers
2562 Columbus St, Grove City OH 43123-2834. 614/875-1288.

Quantrell Body Shop
234 New Circle Rd NE, Lexington KY 40505-2117. 606/255-0961.

Universal Auto Radiator Manufacturing Co.
9893 Crescent Park Dr, West Chester OH 45069-3867.
513/779-4400.

AUTOMOTIVE STAMPINGS

KTH Parts Industries Inc.
1111 State Route 235 North, Saint Paris OH 43072-9680.
513/663-5941.

Navistar Body Plant
2069 Lagonda Avenue, Springfield OH 45503-3500.
513/390-4852.

INDUSTRIAL VEHICLES AND MOVING EQUIPMENT

Clark Systems Material Handling Co.
422 Angliana Ave, Lexington KY 40508-3135. 606/288-1386.

Fruehauf Corp.
9329 State Route 220, Waverly OH 45690-9012. 614/947-7771.

Nacco Material Handling Group
2200 Menelaus Rd, Berea KY 40403-9748. 606/986-9304.

MOTOR VEHICLE EQUIPMENT WHOLESALE

Adesa-Cincinnati Dayton
4400 William C Good Blvd, Franklin OH 45005-4438.
513/746-4000.

Federal-Mogul Service
11875 Enterprise Drive, Sharonville OH 45241-6417.
513/771-2022.

Gallipolis Parts Warehouse
210 Upper River Rd, Gallipolis OH 45631-1899. 614/446-1702.

Interstate Trailer & Equipment
3379 Port Union Road, Fairfield OH 45014-4218. 513/870-0232.

Lou Staker & Associates Ltd.
4748 Arlington Centre Blvd, Columbus OH 43220-2907.
614/538-0303.

TPRC
4794 South Dixie Drive, Dayton OH 45439-1464. 513/293-9847.

MOTOR VEHICLES AND EQUIPMENT

American Sunroof Co. Inc.
5200 Crosswind Dr, Columbus OH 43228-3628. 614/870-8711.

Arrow NA Inc.
600 Clinton Street, Circleville OH 43113-2012. 614/474-6031.

Bellemar Parts Industries Inc.
25000 US Rte 33, Marysville OH 43040. 513/644-8866.

Bendix Corp.
20001 US Rte 421 South, Frankfort KY 40601. 502/695-2100.

Blanchester FCM
3343 State Route 28, Blanchester OH 45107-7848. 513/783-4961.

BMY Wheeled Vehicles Division
13311 Industrial Pkwy, Marysville OH 43040-9589.
513/644-0041.

Borg-Warner Automotive
2160 Eastern Avenue, Gallipolis OH 45631-1823. 614/446-9211.

Bundy Corp.
3600 Hebron Rd, Hebron OH 43025-9664. 614/929-2049.

Crown Auto Top Manufacturing Co.
830 West Broad Street, Columbus OH 43222-1421. 614/224-5161.

Dana Corp.
182 S Main St, Fredericktown OH 43019-9012. 614/694-2055.

Dana Corp. Heavy Axle & Brake Division
4300 Cemetery Road, Hilliard OH 43026-1201. 614/876-8541.

Dayco Products Inc.
One Prestige Place, Miamisburg OH 45342-5399. 513/226-7000.

Dayton-Walther Corp.
5212 US Highway 42 E, Carrollton KY 41008-9640.
502/732-6934.

Dayton-Walther Corp.
2400 Charles Street, Portsmouth OH 45662-4709. 614/354-3196.

Delphi Light Systems
250 Northwoods Boulevard, Vandalia OH 45377-9694.
513/455-2754.

Dorman Products Inc.
One Dorman Dr, Warsaw KY 41095. 606/567-7000.

Equion Corp.
269 West Main Street, Lexington KY 40507-1759. 606/254-5494.

Findlay Industries Inc. Gardner
5225 Prosperity Drive, Springfield OH 45502-9540.
513/399-5100.

Florida Production Engineering
1855 State Route 121 N, New Madison OH 45346-9716.
513/996-4361.

Foundation Brakes-Mt. Vernon Plant
8405 Blackjack Rd, Mount Vernon OH 43050-9485.
614/397-3155.

Goodyear Tire & Rubber Co.
1689 East Front Street, Logan OH 43138-9031. 614/385-1400.

Hess O'Gara & Eisenhardt
9113 Le Saint Dr, Fairfield OH 45014-5453. 513/874-2112.

HKM Friction Inc.
65 Industrail Park Rd, Stanford KY 40484-8804. 606/365-3581.

ITT Automotive Newlex Plant
2378 State Route 345 NE, New Lexington OH 43764-9617.
614/342-3523.

Jideco of Bardstown Inc.
901 Withrow Court, Bardstown KY 40004-2605. 502/348-3100.

K. William Beach Manufacturing Co. Inc.
2727 Columbus Avenue, Springfield OH 45503-3203.
513/323-3838.

Katayama American Co. Inc.
6901 Midland Industrial Dr, Shelbyville KY 40065-9743.
502/633-7280.

LG Electronics Inc.
1280 Alum Creek Drive, Columbus OH 43209-2703.
614/252-1672.

Lucas Sumitomo Brakes Inc.
1650 Kingsview Drive, Lebanon OH 45036-9573. 513/932-7878.

Mitsubishi Electric Manufacturing Cincinnati Inc.
4773 Bethany Rd, Mason OH 45040-9660. 513/398-2220.

Motor Wheel Corp.
106 Glades Rd, Berea KY 40403-1326. 606/986-9381.

Neaton Auto Products Manufacturing Inc.
975 South Franklin Street, Eaton OH 45320-9400. 513/456-7103.

Paccar Inc. Kenworth Truck Division
65 Kenworth Dr, Chillicothe OH 45601-8829. 614/774-5111.

Radac Corp.
1231 4th Ave, Dayton KY 41074-1230. 606/581-7500.

Sachs Automotive Of America
15 Spiral Dr, Florence KY 41042-1357. 606/371-9400.

Seating Systems Technology Co.
1400 Isaac Shelby Drive, Shelbyville KY 40065-9173. 502/633-9221.

Summit Polymers
160 Clarence Drive, Mount Sterling KY 40353-9072. 606/498-5456.

The Budd Co.
1000 Old Brunerstown Rd, Shelbyville KY 40065. 502/633-5000.

The Budd Co.
3186 County Road 550, Frankfort OH 45628-9503. 614/998-7400.

Truck Cab Manufacturing Inc.
2420 Anderson Ferry Rd, Cincinnati OH 45238. 513/922-1300.

Tomasco Mulciber Inc.
2001 Courtright Rd, Columbus OH 43232-4210. 614/231-0075.

Trim Masters Inc.
1120 Industry Rd, Harrodsburg KY 40330-9165. 606/734-6000.

Volvo
8355 Highfield Drive, Westerville OH 43081-9496. 614/548-6400.

Walker Manufacturing Co.
522 Milliken Dr, Hebron OH 43025-9657. 614/928-1015.

Weastec Inc.
1600 North High Street, Hillsboro OH 45133-9400. 513/393-6800.

Yusa Corp.
151 Jamison Rd NW, Washington Court House OH 43160. 614/335-0335.

For more information on career opportunities in the automotive industry:

Associations

AMERICAN AUTOMOBILE MANUFACTURERS ASSOCIATION
1401 H Street NW, Suite 900, Washington DC 20005. 202/326-5500. Fax: 202/326-5567. A trade association consisting of the Big Three U.S. automakers: Chrysler, Ford, and General Motors. Sponsors research projects, distributes publications, and reviews social and public policies pertaining to the motor vehicle industry and its customers.

ASSOCIATION OF INTERNATIONAL AUTOMOBILE MANUFACTURERS
1001 19th Street North, Suite 1200, Arlington VA 22209. 703/525-7788.

AUTOMOTIVE SERVICE INDUSTRY ASSOCIATION
25 Northwest Point Boulevard, Suite 425, Elk Grove Village IL 60007-1035. 847/228-1310. World Wide Web address: http://www.aftmkt.com. Members are manufacturers and distributors of automobile replacement parts. Sponsors a trade show. Publishes educational guidebooks and training manuals.

AUTOMOTIVE SERVICE ASSOCIATION
1901 Airport Freeway, Suite 100, P.O. Box 929, Bedford TX 76095. 817/283-6205. World Wide Web address: http://www.asashop.org. Works with shops to find workers. Publishes a monthly magazine with classified advertisements.

Directories

AUTOMOTIVE NEWS MARKET DATA BOOK
Crain Communications, Automotive News, 1400 Woodbridge Avenue, Detroit MI 48207-3187. 313/446-6000.

WARD'S AUTOMOTIVE YEARBOOK
Ward's Communications, 3000 Town Center, Suite 2750, Southville MI 48075. 810/357-0800.

Magazines

AUTOMOTIVE INDUSTRIES
Chilton Book Company, 201 King of Prussia Road, Radnor PA 19089. 800/695-1214.

AUTOMOTIVE NEWS
1400 Woodbridge Avenue, Detroit MI 48207. 313/446-6000.

WARD'S AUTO WORLD
Ward's Communications, Inc., 3000 Town Center, Suite 2750, Southville MI 48075. 810/357-0800.

WARD'S AUTOMOTIVE REPORTS
Ward's Communications, Inc., 3000 Town Center, Suite 2750, Southville MI 48075. 810/357-0800.

BANKING/SAVINGS AND LOANS

Local Bank & Trust

The banking industry has fared well over the past few years. Banks reported record earnings from 1992 to 1995. Low interest rates have decreased the number of bad loans and have increased investment profits. The early '90s were also a good time for banking professionals, who, despite numerous mergers and consolidations throughout the industry, avoided the large layoffs that hit workers in other industries. As a result of rising interest rates in early 1995, times have begun to change. Analysts argue that there are simply too many banks clogging the market. This glut of banks (over 10,000 in the United States as compared to 60 in Canada), the emphasis on multi-branch banking, and the decline in traditional transactions, has forced banks to consolidate and close branches. This has led to shrinking employment with dramatic layoffs of tellers, bank office workers, and managers. This trend will continue to take place into the next century.

BANK ONE COLUMBUS N.A.
800 Brooksedge Boulevard, Columbus OH 43271-0610. 614/248-8820. **Contact:** Human Resources Department. **Description:** A subsidiary of Banc One Corporation, which has assets of over $88 billion from an affiliate network of over 75 banks in 13 states. In addition, Banc One operates corporations involved in data processing, venture capital, investment and merchant banking, trust, brokerage, investment management, leasing, mortgage banking, consumer finance, and insurance. **Common positions include:** Accountant/Auditor; Adjuster; Assistant Manager; Bank Officer/Manager; Branch Manager; Budget Analyst; Claim Representative; Computer Programmer; Credit Manager; Customer Service Representative; Department Manager; Economist/Market Research Analyst; Financial Analyst; General Manager; Human Resources Specialist; Management Analyst/Consultant; Management Trainee; Marketing Specialist; Operations/Production Manager; Quality Control Supervisor; Services Sales Representative; Systems Analyst. **Educational backgrounds include:** Accounting; Business Administration; Communications; Computer Science; Economics; Finance; Liberal Arts; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Other U.S. locations:** AZ; CA; CO; IL; IN; KY; MI; OH; TX; UT; WI; WV. **Operations at this facility include:** Administration; Divisional Headquarters; Regional Headquarters. **Listed on:** New York Stock Exchange. **Number of employees at this location:** 8,500. **Number of employees nationwide:** 52,000.

FIFTH THIRD BANCORP
38 Fountain Square Plaza, Cincinnati OH 45263. 513/579-5300. **Contact:** Human Resources Department. **Description:** Fifth Third is a regional bank holding company with 10 subsidiary banks and 308 offices in Ohio, Kentucky, and Indiana. The principal subsidiary is Fifth Third Bank. Other subsidiaries are involved in payment services, discount brokerage, travel, and leasing. **Corporate headquarters location:** This Location. **Listed on:** NASDAQ.

GREENVILLE NATIONAL BANK
446 South Broadway, P.O. Drawer 190, Greenville OH 45331. 513/548-1114. **Contact:** Gloria Harpest, Personnel Director. **Description:** Operates an area banking institution.

HUNTINGTON BANCSHARES INC.
Huntington Center, Columbus OH 43287. 614/480-4639. **Contact:** Carol Powers, Assistant Vice President. **Description:** Huntington Bancshares Inc. is a bank holding company for Huntington National Bank. Huntington National Bank is an $18 billion regional bank with over 344 offices.

This location houses both the parent company and a branch of its subsidiary. The company's banking subsidiaries operate 344 offices in Ohio, Florida, Illinois, Indiana, Kentucky, Michigan, Pennsylvania, and West Virginia. In addition, mortgage, trust, investment banking and automobile finance subsidiaries manage 75 offices in the above eight states as well as Georgia, Maryland, New Jersey, North Carolina, and Virginia. International banking services are maintained through the headquarters office in Columbus and an additional branch in the Cayman Islands. **Common positions include:** Accountant/Auditor; Bank Officer/Manager; Financial Analyst; Securities Sales Representative. **Corporate headquarters location:** This Location.

NATIONAL CITY BANK
155 East Broad Street, Columbus OH 43251. 614/463-7605. **Contact:** Jeffrey Russell, Recruitment/Employment Manager. **Description:** A banking corporation. The company operates 32 commercial banks which have over 600 branches in Ohio, Kentucky, and Indiana. **Parent company:** National City Corporation (Cleveland OH) is a major bank holding company with assets of over $29 billion and subsidiaries engaging in full-service banking, trust, mortgage banking, merchant banking, insurance, and item processing products and services.

PNC BANK
201 East 5th Street, 6th Floor, Cincinnati OH 45202. 513/651-8534. **Contact:** Human Resources. **Description:** A full-service bank. **Common positions include:** Accountant/Auditor; Bank Officer/Manager; Branch Manager; Financial Analyst; Management Trainee; Services Sales Representative. **Educational backgrounds include:** Accounting; Business Administration; Communications; Economics; Finance; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Parent company:** PNC Financial Corporation (Pittsburgh PA).

PROVIDENT BANK
One East 4th Street, Cincinnati OH 45202. 513/579-2205. **Recorded Jobline:** 513/345-7272. **Contact:** Human Resources. **Description:** A full-service commercial bank. **Common positions include:** Accountant/Auditor; Adjuster; Administrative Services Manager; Advertising Clerk; Assistant Manager; Attorney; Bank Officer/Manager; Bank Teller; Branch Manager; Clerical Supervisor; Computer Operator; Computer Programmer; Computer Systems Analyst; Credit Clerk and Authorizer; Credit Manager; Customer Service Representative; Department Manager; Employment Interviewer; Financial Manager; Financial Services Sales Rep.; General Manager; Human Resources Specialist; Interviewing Clerk; Lender; Management Trainee; Marketing/Advertising/PR Manager; New Accounts Clerk; Payroll Clerk; Property and Real Estate Manager; Public Relations Specialist; Purchasing Agent and Manager; Receptionist; Securities Sales Representative; Services Sales Representative; Systems Analyst; Trust Officer; Typist/Word Processor. **Educational backgrounds include:** Accounting; Business Administration; Communications; Computer Science; Economics; Finance; Liberal Arts; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Other U.S. locations:** KY; Cleveland OH; Columbus OH; Dayton OH. **Operations at this facility include:** Administration; Divisional Headquarters; Regional Headquarters; Sales. **Listed on:** NASDAQ. **Number of employees at this location:** 1,600. **Number of employees nationwide:** 1,700.

STAR BANK
425 Walnut Street, Cincinnati OH 45202. 513/632-4000. **Contact:** Steven Smith, Personnel Director. **Description:** Operates a banking institution. **Corporate headquarters location:** This Location. **Parent company:** Star Banc Corporation.

STAR BANK
501 West Schrock Road, First Floor, Westerville OH 43081. 614/794-5450. **Contact:** Human Resources Department. **Description:** A full-service commercial bank. **Common positions include:** Bank Officer/Manager; Customer Service Representative; Financial Analyst. **Educational backgrounds include:** Accounting; Business Administration; Finance. **Benefits:** Dental Insurance;

Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Cincinnati OH. **Parent company:** Star Banc Corporation.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

CENTRAL RESERVE DEPOSITORIES

Federal Home Loan Bank Of Cincinnati
PO Box 598, Cincinnati OH
45201-0598. 513/852-7500.

Federal Reserve Bank Cleveland Cincinnati
150 E 4th St, Cincinnati OH
45202-4012. 513/721-4787.

COMMERCIAL BANKS

Anheuser-Busch Employees Credit Union
999 Kingsmill Pkwy, Columbus
OH 43229-1129. 614/888-2299.

Banc One Corp.
100 E Broad St, Columbus OH
43215-3607. 614/248-5908.

Bank Of Boone County Inc.
1065 Burlington Pike, Florence
KY 41042-1235. 606/371-2340.

Bank One
201 East Main Street, Lexington
KY 40507-2003. 606/231-1000.

Bank One Cambridge NA
819 Wheeling Avenue,
Cambridge OH 43725-2316.
614/432-1300.

Bank One Cincinnati NA
3359 Pendleton Cir, Franklin OH
45005-5503. 513/425-8584.

Bank One Columbus
3233 Cleveland Avenue,
Columbus OH 43224-3616.
614/248-2420.

Bank One Columbus
1325 E Dublin Granville Rd,
Columbus OH 43229-3301.
614/248-2610.

Bank One Columbus
17 E Gay St, Columbus OH
43215-3101. 614/248-5601.

Bank One Columbus
1551 Morse Rd, Columbus OH
43229-6425. 614/248-2550.

Bank One Dayton NA
PO Box 1103, Dayton OH 45401-
1103. 513/449-8600.

Bank One Marietta NA
125 Putnam St, Marietta OH
45750-2924. 614/373-1147.

Bank One Portsmouth NA
Bank One Plaza, Portsmouth OH
45662. 614/354-3261.

Bank One Sidney NA
Main and Poplar, Sidney OH
45365-2700. 513/492-4104.

Bank One Trust Co-National Association
235 West Schrock Road,
Westerville OH 43081-2874.
614/248-5800.

Bank One-Cincinnati
PO Box 365800, Cincinnati OH
45236-5800. 513/985-5000.

Central Trust Dayton
1 E Main St, Trotwood OH
45426-2830. 513/854-3030.

Clermont Savings Bank
400 Techne Center Dr, Milford
OH 45150-2746. 513/576-0600.

Columbus National Bank
369 Stoneridge Ln, Columbus OH
43230-6791. 614/337-1200.

Commerce National Bank
1103 Schrock Rd, Columbus OH
43229-1179. 614/848-8700.

County Savings Bank
65 E State St, Columbus OH
43215-4213. 614/462-2800.

Delaware County Bank
41 North Sandusky Street,
Delaware OH 43015-1954.
614/363-1133.

Fifth Third Bank
100 S High St, Hillsboro OH
45133-1475. 513/393-4204.

Fifth Third Bank
326 S High St, Columbus OH
43215-4525. 614/464-0283.

Fifth Third Bank
21 E State St, Columbus OH
43215-4228. 614/223-3950.

Fifth Third Bank Northern Kentucky NA
8100 Burlington Pike, Florence
KY 41042-4203. 606/283-8500.

Fifth Third Bank Of Columbus
120 W 5th St, Marysville OH
43040-1110. 513/642-4055.

Fifth Third Bank Of Columbus
850 S Hamilton Rd, Whitehall
OH 43213-3000. 614/759-1113.

Fifth Third Bank Of South Ohio
500 E Main St, West Union OH
45693-1568. 513/544-5526.

First Financial Bancorp
300 High St, Hamilton OH
45011-6037. 513/867-4715.

First National Bank
PO Box 30977, Gahanna OH
43230-0977. 614/891-5497.

First National Bank Dayton Ohio
6 N Main St, Dayton OH 45402-
1908. 513/226-2000.

First-Knox Banc Corp.
1 S Main St, Mount Vernon OH
43050-3223. 614/393-5500.

Household Bank FSB
5800 Forest Hills Blvd,
Columbus OH 43231-2957.
614/890-8282.

Huntington Banks
540 Madison Ave, Covington KY
41011-1548. 606/344-7500.

Huntington National Bank
3 Nationwide Plz, Columbus OH
43215-2423. 614/480-2265.

Huntington National Bank
17 S High St, Columbus OH
43215-3413. 614/480-3062.

Huntington National Bank
800 High St, Worthington OH
43085-4180. 614/645-0019.

Huntington National Bank
105 W 4th St, Cincinnati OH
45202-2712. 513/762-1803.

Huntington National Bank
3409 E Broad St, Columbus OH
43213-1064. 614/480-0064.

Huntington National Bank
2141 E Dublin Granville Rd,
Columbus OH 43229-3512.
614/480-0022.

Huntington National Bank
1778 Northland Mall, Columbus
OH 43229-6504. 614/480-0014.

Liberty National Bank
3414 Dixie Hwy, Erlanger KY
41018-1802. 606/727-7200.

Liberty Savings Bank FSB
215 North Main Street,
Centerville OH 45459-4617.
513/438-0012.

National City Bank
1200 Morse Rd, Columbus OH
43229-6338. 614/431-8230.

National City Bank
167 S High St, Columbus OH
43215-4501. 614/463-7635.

National City Bank
1435 W Broad St, Columbus OH
43222-1033. 614/278-6210.

National City Bank Columbus
4632 East Main Street, Whitehall
OH 43213-3128. 614/759-2625.

Fifth Third Bank
1330 Morse Rd, Columbus OH
43229-6332. 614/885-9777.

Fifth Third Bank
3407 Cleveland Avenue,
Columbus OH 43224-2906.
614/262-4888.

Peoples Bancorp Inc.
138 Putnam St, Marietta OH
45750-2923. 614/373-3155.

Premier Bank & Trust
2182 W Dublin Granville Rd,
Worthington OH 43085-3349.
614/431-0103.

Society Bank
88 E Broad St, Columbus OH
43215-3536. 614/460-3400.

Spirit Of America National Bank
745 Center St, Milford OH
45150-1300. 513/576-5300.

Star Bank
120 Robinwood Avenue,
Whitehall OH 43213-1708.
614/794-5412.

Star Bank
360 North Main Street,
Centerville OH 45459-4488.
513/873-7731.

Star Bank
688 High Street, Worthington OH
43085-4150. 614/885-3456.

Star Bank
602 Madison Ave, Covington KY
41011-2452. 606/292-2043.

Star Bank NA
120 S 3rd St, Ironton OH 45638-
1537. 614/532-0363.

State Savings Bank
20 E Broad St, Columbus OH
43215-3403. 614/460-6100.

Trans Financial Bank
33 W 2nd St, Maysville KY
41056-1101. 606/564-3381.

Trustcorp Bank
85 E Gay St, Columbus OH
43215-3118. 614/464-0046.

Westpac Banking Corp.
41 S High St, Columbus OH
43215-6104. 614/224-6755.

World Financial Network
4590 E Broad St, Columbus OH
43213-1301. 614/755-5000.

Wright Patt Credit Union Inc.
983 Mediterranean Ave,
Columbus OH 43229-2541.
614/847-9300.

CREDIT UNIONS

Desco Federal Credit Union
401 Chillicothe Street,
Portsmouth OH 45662-4013.
614/354-7791.

Caldwell CGB Employee Credit Union
17226 County Road 57, Caldwell
OH 43724-9779. 614/732-2311.

East Kentucky Power Co-op Inc.
PO Box 707, Winchester KY
40392-0707. 606/744-4812.

Ledex Employees Federal Credit Union
801 Scholz Dr, Vandalia OH
45377-3121. 513/898-1581.

Monarch Marking Federal Credit Union
170 Monarch Ln, Miamisburg
OH 45342-3638. 513/865-2274.

Wright Patt Credit Union Inc.
2455 Executive Park Blvd,
Fairborn OH 45324-6299.
513/429-3340.

OFFICES OF BANK HOLDING COMPANIES

Camco Financial Corp.
814 Wheeling Avenue,
Cambridge OH 43725-2317.
614/432-5641.

Circle Financial Corp.
PO Box 62006, Cincinnati OH
45262-0006. 513/563-1245.

Ohio Valley Banc Corp.
420 3rd Ave, Gallipolis OH
45631-1135. 614/446-2631.

Park National Corp.
50 N 3rd St, Newark OH 43055-
5523. 614/349-8451.

SAVINGS INSTITUTIONS

Fifth Third Bank of Western Ohio
123 Market St, Piqua OH 45356-
2349. 513/773-1212.

First Federal Bank For Savings Northern Kentucky
Carrie Way & Main St,
Independence KY 41051.
606/356-3115.

Home Federal Bank
182 North Brookwood Avenue,
Hamilton OH 45013-1212.
513/867-7700.

Liberty Savings Bank FSB
647 Fife Ave, Wilmington OH
45177-2422. 513/382-1000.

Mutual Federal Savings Bank
14 S 5th St, Zanesville OH
43701-3532. 614/455-7288.

Provident Bank
6071 Montgomery Rd, Cincinnati
OH 45213-1617. 513/631-5322.

For more information on career opportunities in the banking/savings and loans industry:

Associations

AMERICA'S COMMUNITY BANKERS
900 19th Street NW, Suite 400, Washington DC 20006. 202/857-3100. A trade association representing the expanded thrift industry. Members are institutions (not individuals).

AMERICAN BANKERS ASSOCIATION
1120 Connecticut Avenue NW, Washington DC 20036. 202/663-5221. World Wide Web address: http://www.aba.com/aba. Provides banking education and training services, sponsors industry programs and conventions, and publishes articles, newsletters, and the ABA Service Member Directory.

Directories

AMERICAN BANK DIRECTORY
Thomson Financial Publications, 6195 Crooked Creek Road, Norcross GA 30092. 770/448-1011.

AMERICAN SAVINGS DIRECTORY
McFadden Business Publications, 6195 Crooked Creek Road, Norcross GA 30092. 770/448-1011.

BUSINESS WEEK/TOP 200 BANKING INSTITUTIONS ISSUE
McGraw-Hill, Inc., 1221 Avenue of the Americas, 39th Floor, New York NY 10020. 212/512-4776.

MOODY'S BANK AND FINANCE MANUAL
Moody's Investors Service, Inc., 99 Church Street, First Floor, New York NY 10007. 212/553-0300.

POLK'S BANK DIRECTORY
R.L. Polk & Co., P.O. Box 305100, Nashville TN 37320-5100. 615/889-3350.

RANKING THE BANKS/THE TOP NUMBERS
American Banker, Inc., 1 State Street Plaza, New York NY 10004. 212/943-6700.

Magazines

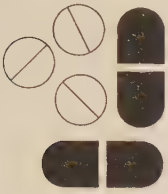
ABA BANKING JOURNAL
American Bankers Association, 1120 Connecticut Avenue NW, Washington DC 20036. 202/663-5221.

BANK ADMINISTRATION
1 North Franklin, Chicago IL 60606. 800/323-8552.

BANKERS MAGAZINE
Warren, Gorham & Lamont, Park Square Building, 31 St. James Avenue, Boston MA 02116-4112. 617/423-2020.

JOURNAL OF COMMERCIAL BANK LENDING
Robert Morris Associates, P.O. Box 8500 S-1140, Philadelphia PA 19178. 215/851-9100.

BIOTECHNOLOGY, PHARMACEUTICALS, AND SCIENTIFIC R&D



During the early '90s, the pharmaceutical industry was characterized by a mass of mergers and acquisitions, with drug companies concentrating on cutting costs to boost profit margins.

While more mergers may be on the way, most of the big staff cuts are history, and profitability is up. Even so, industry watchers don't expect the arrival of many big-selling new products in the near future, and many companies have slashed research and development budgets. According to the Pharmaceutical Research and Manufacturers of America, the 8 percent growth in R&D spending was the lowest in 20 years.

As more drug patents continue to expire, the impact will be felt by large pharmaceutical companies. There will be a negative impact on their sales growth. Conversely, the expired patents mean more opportunities for generic drug manufacturers, who should continue to gain market share through 1996.

ABBOTT LABORATORIES
ROSS PRODUCT DIVISION
625 Cleveland Avenue, Columbus OH 43215. 614/624-7677. **Contact:** Staffing Department. **Description:** Designs, develops, and manufactures automated laboratory instruments, primarily used in the fields of clinical chemistry, microbiology, and therapeutic drug monitoring. This location of Abbott Laboratories is the business unit headquarters location.

BATTELLE COLUMBUS OPERATIONS
Battelle Employment, 505 King Avenue, Columbus OH 43201. 614/424-6322. **Contact:** Christopher Dunford, Principal Employment Advisor. **Description:** This location is involved in research and development. Battelle is an international technology organization that serves industry and government in generating, applying, and commercializing technology. With a wide range of scientific and technical capabilities, it helps put technology to work for clients in 35 countries. **Common positions include:** Biological Scientist/Biochemist; Chemical Engineer; Chemist; Computer Programmer; Computer Systems Analyst; Electrical/Electronics Engineer; Management Analyst/Consultant; Mechanical Engineer; Software Engineer; Statistician; Transportation/Traffic Specialist. **Educational backgrounds include:** Biology; Chemistry; Computer Science; Engineering. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Research and Development. **Number of employees at this location:** 2,000. **Number of employees nationwide:** 8,000.

COMPREHENSIVE CANCER
OHIO STATE UNIVERSITY
300 West 10th Avenue, Suite 1132, Columbus OH 43210. 614/293-3304. **Contact:** Human Resources Department. **Description:** A cancer research center located in Columbus. **NOTE:** Interested applicants should send resumes to: Human Resources, Archer House, 2130 Neil Avenue, Columbus OH 43210.

HOECHST MARION ROUSSELL
2110 East Galbraith Road, Cincinnati OH 45215. 513/948-9111. **Contact:** Jennifer D. Caccimelio, Human Resource Representative. **Description:** Hoechst Marion Roussell, Inc. is a global research-based company dedicated to improving the longevity and quality of human life through

pharmaceutical-based health care. The company is involved in the discovery, development, manufacture, and sale of pharmaceutical products worldwide.

KRUG INTERNATIONAL CORPORATION
Six Gem Plaza, Suite 500, Dayton OH 45402-1900. 513/224-9066. **Fax:** 513/224-3654. **Contact:** Personnel. **Description:** KRUG International's three businesses -- Life Sciences and Engineering in the U.S., and Leisure Marine Distribution and Housewares Manufacturing in the U.K. -- provide government, industry, and consumers with a wide variety of products and services. KRUG Life Sciences and Engineering provides support services and products for life sciences research, biomedical engineering, technical consulting, medical testing, and medical instrument and equipment development. Leisure Marine Distribution offers boat manufacturers and marine retailers more than 4,000 items of marine equipment including hardware and electronics; outboard, inboard, and stern-drive engines; personal watercraft; engine controls; steering systems; and associated spare parts. Housewares Manufacturing manufactures and markets ironing tables, household ladders, rotary dryers, indoor airers, shower screens, and garden equipment. **Corporate headquarters location:** This Location.

MERIDIAN DIAGNOSTICS, INC.
3471 River Hills Drive, Cincinnati OH 45244. 513/271-3700. **Recorded Jobline:** 513/271-3700x500. **Contact:** Marlene Cook, Human Resources Manager. **Description:** Develops, manufactures, and markets a diverse line of immunodiagnostic test kits, purified reagents such as antigens and monoclonal and polyclonal antibodies, and related diagnostic products. Meridian Diagnostics is a leader in the area of rapid diagnosis of infectious human diseases. All of the company's products are used outside of the human body and most require little or no special instrumentation or equipment. Domestic and international market segments consist of hospitals, commercial and reference laboratories, and physicians' offices. Meridian Diagnostics is also a leader in fungal serology, and parasite and bacterial collection, preservation, and transportation systems. **NOTE:** Meridian Diagnostics only accepts resumes for positions listed on the jobline. **Corporate headquarters location:** This Location. **Subsidiaries include:** Omega Technologies, Inc.; and Meridian Diagnostics Europe s.r.l. (Italy). **Listed on:** NASDAQ.

METCUT RESEARCH ASSOCIATES, INC.
3980 Rosslyn Drive, Cincinnati OH 45209. 513/271-5100. **Contact:** Lisa Kern, Personnel Director. **Description:** A mechanical research and development firm involved in metalography and specimen testing.

NEOPROBE CORPORATION
425 Metro Place North, Suite 400, Dublin OH 43017. 614/793-7500. **Contact:** Susan Gaunce, Human Resources. **Description:** Neoprobe Corporation performs research in cancer diagnosis and treatment. The company is developing and commercializing products worldwide that are based on its proprietary, core RIGS technology. The RIGS system combines small radiation detectors and disease-targeting agents designed to provide surgeons with immediate information about the location of diseased tissue during surgery. Neoprobe's products are designed to improve the standard of care, enhance quality of life, and prolong life for cancer patients by allowing physicians to make better treatment decisions.

PHARMACIA BIOTECH
7001 Post Road, Dublin OH 43017. 614/764-8100. **Fax:** 614/764-8102. **Contact:** Melissa Shockcor, Director of Human Resources. **Description:** Pharmacia Biotech is a leading supplier of chemicals and systems for biotechnological research and production. The company offers products for the treatment of various forms of cancer including breast cancer, leukemia, lymphoma, and prostate cancer. New research areas in cancer therapy are immunology and gene therapy. In the area of peptide hormones, pharmaceuticals are manufactured by recombinant-DNA technology. Pharmacia's other products include soft surgical aids and intra-ocular lenses. These products facilitate eye operations, restoring sight within 24 hours. In the area of nutrition, the company produces preparations for intravenous nutrient delivery. High-technology systems for allergy diagnostics and follow-up of asthma with the help of blood specimens are offered in the area of allergy diagnostics. In the area of smoking cessation, Pharmacia can offer products to smokers who

have decided to give up the habit and who need help. The products reduce withdrawal symptoms and lessen nicotine dependence gradually. **Corporate headquarters location:** This Location.

SMITHKLINE BEECHAM CLINICAL LABORATORIES

2277 Charleston Drive, Lexington KY 40505. 606/299-3866. **Contact:** Human Resources. **Description:** The largest clinical laboratory in North America, providing a broad range of clinical laboratory services to more than 50,000 health care clients and to industry. The company offers and performs 1,500 tests on blood, urine, and other bodily fluids and tissues to provide information for health and well-being. SmithKline Clinical Laboratories was among the first to receive certification from the U.S. Government's National Institute on Drug Abuse and performs more drug tests than any other company in the industry. The company operates 24 laboratories throughout the U.S., as well as an additional 300 testing sites and specimen collection centers to support these labs. Labs are staffed by certified technologists, including more than 200 physicians and Ph.D.'s. The company performs more than 56 million tests a year. Clients include physicians, hospitals, clinics, dialysis centers, pharmaceutical companies and corporations. **Parent company:** SmithKline Beecham is a health care company engaged in the research, development, manufacture, and marketing of ethical pharmaceuticals, animal health products, ethical and proprietary medicines, and eye care products. In addition to SmithKline Beecham Clinical Laboratories, the company's principal divisions include SmithKline Beecham Pharmaceuticals, SmithKline Beecham Animal Health, and SmithKline Beecham Consumer Healthcare. The company is also engaged in many other aspects of the health care field, including the production of medical instruments and electronic instruments used in the health care field. SmithKline Beecham manufactures proprietary medicines through its subsidiary, Menley & James Laboratories, including such products as Contac Cold Capsules, Sine-Off sinus medicine, Love cosmetics, and Sea & Ski outdoor products.

SYSTEMS RESEARCH LABORATORIES, INC.

2800 Indian Ripple Road, Dayton OH 45440-3696. 513/426-6000. **Contact:** Ms. Pat Acheson, Recruiting. **Description:** A government contracts research and development firm.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

MEDICAL AND DENTAL LABORATORIES

Compunet Clinical Labs
2308 Sandridge Dr, Dayton OH 45439-1856. 513/296-0844.

Allied Clinical Laboratories
111 W 1st St, Dayton OH 45402-1107. 513/223-0024.

Metpath
941 North High Street, Columbus OH 43201-2406. 614/291-7070.

Paragon Diagnostic Center
7740 Paragon Rd, Dayton OH 45459. 513/438-0063.

Simon Dechatlet
4484 North Dixie Drive, Dayton OH 45414-4698. 513/278-4291.

PHARMACEUTICAL PREPARATIONS

Parke Davis
4445 Lake Forest Dr, Cincinnati OH 45242-3733. 513/563-6658.

For more information on career opportunities in biotechnology, pharmaceuticals, and scientific R&D:

Associations

AMERICAN ASSOCIATION FOR CLINICAL CHEMISTRY
2101 L Street NW, Suite 202, Washington DC 20037-1526. 202/857-0717. Toll-free phone: 800/892-1400. World Wide Web address: http://www.aacc.org. International scientific/medical society of individuals involved with clinical chemistry and other clinical lab science-related disciplines.

AMERICAN ASSOCIATION OF COLLEGES OF PHARMACY
1426 Prince Street, Alexandria VA 22314-2841. 703/739-2330. World Wide Web address: http://www.aacp.org. An organization composed of all U.S. pharmacy colleges and over 2,000 school administrators and faculty members. Career publications include *Shall I Study Pharmacy?*, *Pharmacy: A Caring Profession*, and *A Graduate*

Degree in the Pharmaceutical Sciences: An Option For You?

AMERICAN COLLEGE OF CLINICAL PHARMACY (ACCP)
3101 Broadway, Suite 380, Kansas City MO 64111. 816/531-2177. Operates ClinNet jobline at 412/648-7893 for both members and nonmembers, for a fee.

AMERICAN PHARMACEUTICAL ASSOCIATION
2215 Constitution Avenue NW, Washington DC 20037. 202/628-4410. Operates a resume referral service for all members.

AMERICAN SOCIETY FOR BIOCHEMISTRY AND MOLECULAR BIOLOGY
9650 Rockville Pike, Bethesda MD 20814-3996. 301/530-7145. World Wide Web address: http://www.saseb.org/asbmb/asbmb.html. A nonprofit scientific and educational organization whose primary scientific activities are in the publication of the *Journal of Biological Chemistry* and holding an annual scientific meeting. Also publishes a career brochure entitled *Unlocking Life's Secrets: Biochemistry and Molecular Biology.*

AMERICAN SOCIETY OF HEALTH SYSTEM PHARMACISTS
7272 Wisconsin Avenue, Bethesda MD 20814. 301/657-3000. World Wide Web address: http://www.ashp.com/pub/ashp/index.html. Provides pharmaceutical education. Updates pharmacies on current medical developments. Offers a service for jobseekers for a fee.

BIOMEDICAL RESEARCH INSTITUTE
355 K Street, Chula Vista CA 91911-1209. 619/427-9940. Fax: 619/427-2634. A nonprofit organization which promotes scientific research and education and provides annual scholarships to students. Maintains a national Institutional Review Board.

BIOTECHNOLOGY INDUSTRY ORGANIZATION
1625 K Street NW, Suite 1100, Washington DC 20006-1604. 202/857-0244. Fax: 202/857-0237. World Wide Web address: http://www.bio.org. Represents agriculture, biomedical, diagnostic, food, energy, and environmental companies.

NATIONAL PHARMACEUTICAL COUNCIL
1894 Preston White Drive, Reston VA 22091. 703/620-6390. Fax: 703/476-0904. An organization of research-based pharmaceutical companies. Fax requests to the attention of Pat Adams, Vice President of Finance and Administration.

Directories

DRUG TOPICS RED BOOK
Medical Economics Company, 5 Paragon Drive, Montvale, NJ 07645. 201/358-7200.

Magazines

DRUG TOPICS
Medical Economics Company, 5 Paragon Drive, Montvale NJ 07645. 201/358-7200.

PHARMACEUTICAL ENGINEERING
International Society of Pharmaceutical Engineers, 3816 West Linebaugh Avenue, Suite 412, Tampa FL 33624. 813/960-2105.

BUSINESS SERVICES AND NON-SCIENTIFIC RESEARCH

The business services sector, which includes 16 of the 20 fastest growing industries, covers a broad spectrum of careers, including everything from adjustment and collection services to data processing companies. While the job outlook varies upon which service is being discussed, in general, the business services sector is among the fastest-growing in the nation. Increasingly, American companies are "outsourcing" functions like data processing to outside firms. Often large organizations will go so far as to hand over the management of their entire data center to an outside service provider. This trend is expected to boost opportunities for those who work for data processing services.

Other types of services that benefit from this trend include security firms and personnel services firms. Many businesses are using temporary workers instead of hiring new permanent staffers, thus avoiding the much higher overhead costs such as health insurance. Companies that supply these temporary workers, as well as those that place permanent workers, are among the fastest-growing in the nation. While one-third of the jobs available are administrative support occupations, there is a growing trend toward specialization which will open up more positions for highly skilled workers, such as engineers or managers.

ARC INDUSTRIES, INC.
CONTRACT SERVICES
2879 Johnstown Road, Columbus OH 43219. 614/475-7007. **Contact:** Dan Darling, Human Resources Director. **Description:** Provides janitorial and placement services.

CASS INFORMATION SYSTEMS, INC.
2545 Farmers Drive, Columbus OH 43235. 614/766-2277. **Contact:** Nancy Hauck, Human Resources Director. **Description:** A wholly-owned subsidiary of Cass Commercial Corporation and a provider of information services. These logistics-related services include processing and payment of freight changes, preparation of transportation management reports, auditing of freight charges, and rating of freight shipments. Cass Information Systems operations are divided between its Payment Systems Group and its Software Systems Group. Cass Commercial Corporation is also the parent company of Cass Bank & Trust, a wholly-owned bank that provides a full range of banking services to individual, corporate, and institutional customers. Cass Bank & Trust operates through its main bank in Sunset Hills MO, two downtown St. Louis facilities and through its West Port facility in Maryland Heights MO.

CINTAS CORPORATION
P.O. Box 625737, Cincinnati OH 45262-5737. 513/459-1200. **Contact:** Ms. S. Hart, Management Recruiter. **Description:** Cintas designs, manufactures, and distributes uniforms through rental and direct sale for companies throughout the United States. Listed in *Business Week* magazine as one of the top service companies in the country, Cintas is growing at a rate of 25 percent per year. Cintas Corporation is presently in 107 locations serving 33 states. **NOTE:** The company recruits management trainees who are recent college graduates, campus leaders or innovators, and have maintained an overall GPA of 2.8 or above. Cintas also recruits experienced plant managers and service managers, as well as sales representatives with a minimum of two years of strong, cold-calling experience. A degree is preferred, but not necessary if sales experienced. **Common positions include:** Industrial Engineer; Management Trainee; Operations/Production Manager;

Services Sales Representative. **Educational backgrounds include:** Business Administration; Engineering. **Benefits:** 401(k); Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Stock Option. **Listed on:** NASDAQ. **Annual sales/revenues:** More than $700 million. **Number of employees nationwide:** 10,000.

FIESTA HAIR & TANNING SALONS
6363 Fiesta Drive, Columbus OH 43235-5200. 614/766-6363. **Contact:** Pam Ellinger, Chief Financial Officer. **Description:** A chain of hair and tanning salons. **Common positions include:** Cosmetologist. **Benefits:** Life Insurance; Medical Insurance, Profit Sharing. **Corporate headquarters location:** This Location.

INSILICO
425 Metro Place North, Dublin OH 43017. 614/792-0468. **Contact:** Mr. Les Jacobs, Human Resources Director. **Description:** A holding company for subsidiaries engaged in manufacturing, scientific research, financial services, and a wide variety of other products and services.

LEXIS-NEXIS
P.O. Box 933, Dayton OH 45401. 513/865-6800. **Fax:** 513/865-7476. **Contact:** Staffing Department. **Description:** An online, full text database service including legal, news, business, and general information. The service enables lawyers, business professionals, and government agencies to electronically research thousands of resources from their own computers.

MATERIAL HANDLING SYSTEMS
2100 Litton Lane, Hebron KY 41048. 606/334-3400. **Contact:** Betty Baker, Division Manager of Human Resources. **Description:** Services industry machinery.

MIDLAND COMPANY
7000 Midland Boulevard, Amelia OH 45102-2607. 513/943-7100. **Contact:** Michael Eckes, Human Resources. **Description:** A diversified holding company engaged in insurance, river transportation, sportswear (logo design, application, and distribution), and finance.

THE REYNOLDS & REYNOLDS COMPANY
P.O. Box 1005, Dayton OH 45401-1005. 513/443-2000. **Contact:** Human Resources. **Description:** An integrated information systems company providing business services. Three major divisions: business forms, including continuous-feed forms, lottery and entertainment tickets, and stock forms; computer products with turnkey systems; and financial services. Other products include computerized user systems for vertical marketplaces. Major clients include small businesses, financial institutions, automobile dealers, hospitals, and health care organizations. **Listed on:** New York Stock Exchange.

ROTO-ROOTER, INC.
2500 Chemed Center, 255 East Fifth Street, Cincinnati OH 45202. 513/762-6586. **Fax:** 513/762-6590. **Contact:** Dan Mollaun, Vice President of Human Resources. **Description:** Roto-Rooter, Inc. is a provider of plumbing and drain cleaning services and one of the largest providers of residential appliance and air conditioning repair services through the sale of service contracts. Founded in 1935, the Roto-Rooter network of franchises and company-owned operations now provides drain cleaning services to approximately 90 percent of the U.S. population and plumbing services to 72 percent. In addition, Roto-Rooter serves customers internationally including Canada and Japan. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Branch Manager; Clerical Supervisor; Computer Programmer; Computer Systems Analyst; Customer Service Representative; General Manager; Human Resources Specialist; Management Trainee; Operations/Production Manager; Services Sales Representative. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Marketing. **Benefits:** 401(k); Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** This Location. **Subsidiaries include:** Service America. **Parent company:** Chemed Corporation. **Operations at this facility include:** Administration; Divisional Headquarters; Regional Headquarters; Sales. **Listed on:** NASDAQ. **Number of employees at this location:** 125. **Number of employees nationwide:** 2,700.

SABRE SYSTEMS & SERVICE
A DIVISION OF MANATRON INC.
9111 Springboro Pike, Miamisburg OH 45342. 513/866-6000. **Contact:** Mary Carl, Human Resources Manager. **Description:** Provides real estate appraisal, mapping services, and data processing services for local tax jurisdictions, and departments of local government (i.e. County Auditor, Treasurer, Clerk of Courts, Engineer, Land Records). **Common positions include:** Accountant/Auditor; Computer Programmer; Customer Service Representative; Draftsperson; Geographer; Real Estate Appraiser; Services Sales Representative; Systems Analyst; Technical Writer/Editor. **Educational backgrounds include:** Computer Science; Real Estate. **Benefits:** Disability Coverage; Life Insurance; Medical Insurance; Profit Sharing; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Toronto, Canada. **Other U.S. locations:** Kalamazoo MI. **Parent company:** Manatron, Inc. **Operations at this facility include:** Divisional Headquarters. **Listed on:** NASDAQ. **Number of employees at this location:** 50. **Number of employees nationwide:** 200.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

ADJUSTMENT AND COLLECTION SERVICES

Account Recovery Consultants
3864 Kettering Blvd, Dayton OH 45439-2033. 513/299-3641.

CBT Credit Servs
40 W 4th St, Dayton OH 45402-1828. 513/223-8811.

Citicorp Credit Services Inc.
3940 Olympic Blvd, Covington KY 41018-1011. 606/283-8000.

General Revenue Corp.
11285 Springfield Pike, Cincinnati OH 45246-4113. 513/771-1472.

National Revenue Corporation
2323 Lake Club Dr, Columbus OH 43232-3198. 614/864-3377.

CLEANING AND MAINTENANCE SERVICES

Terminix International
239 Walton Ave, Lexington KY 40502-1451. 606/252-8484.

DETECTIVE, GUARD, AND ARMORED CAR SERVICES

Advance Security
1220 Harrodusburg Rd, Lexington KY 40504. 606/255-1045.

Advance Security
145 North High Street, Columbus OH 43215-3006. 614/224-9811.

Allied Security Inc.
1313 E Kemper Rd, Cincinnati OH 45246-3921. 513/671-1255.

Allied Security Inc.
110 Boggs Ln, Cincinnati OH 45246-3143. 513/771-3776.

Allied Security Inc.
1550 Old Henderson Rd, Columbus OH 43220-3626. 614/538-0500.

Andy Frain Services
1412 North Broadway, Lexington KY 40505-3157. 606/254-3333.

Armored Car Co. Inc.
PO Box 11095, Lexington KY 40512-1095. 606/255-7316.

Burns International Security Services
2210 Arbor Boulevard, Dayton OH 45439-1506. 513/299-7771.

Johnson Security
432 Walnut Street, Cincinnati OH 45202-3909. 513/241-2545.

Merchants Security Service Dayton
2015 Wayne Ave, Dayton OH 45410-2134. 513/256-9373.

Nuckols Security
810 Matson Pl, Cincinnati OH 45204-1446. 513/860-3448.

Pinkerton Security & Investigation Service
1350 West 5th Avenue, Columbus OH 43212-2907. 614/486-2986.

Pinkerton Security & Investigation Service
200 E Reynolds Rd, Lexington KY 40517-1245. 606/271-0506.

Pinkerton Security & Investigation Service
333 W 1st St, Dayton OH 45402-3013. 513/224-7432.

Pinkerton Security & Investigation Service
644 Linn St, Cincinnati OH 45203-1720. 513/621-2860.

Royce Security
2295 N Moraine Dr, Dayton OH 45439-1507. 513/293-0571.

Shepard Security
530 Xenia Ave, Dayton OH 45410-1824. 513/252-6784.

Wackenhut Corp.
4826 Business Center Way, Cincinnati OH 45246-1318. 513/874-0941.

Wackenhut Corp.
665 E Dublin Granville Rd, Columbus OH 43229-3245. 614/846-8730.

MISC. BUSINESS SERVICES

AICS Inc.
4284 N High St, Columbus OH 43214-3064. 614/261-1190.

AJR Marketing
1322 N Jackson Ave,
Reynoldsburg OH 43068-2130.
614/755-2155.

Atlantic Paper Co.
5852 Glenway Ave, Cincinnati
OH 45238-2007. 513/451-9050.

Dallas & Mavis Forwarding Co. Inc.
6370 Urbana Rd, Springfield OH
45502-9519. 513/399-9211.

Industrial Appraisal Co.
2770 East Main Street, Columbus
OH 43209-3519. 614/237-3163.

KMS Trucking
28539 State Route 751,
Newcomerstown OH 43832-
9607. 330/897-1416.

Office Associates
505 Riverside Dr, Dayton OH
45405-4619. 513/222-7452.

Paula Malkoff Interior
22 S Parkview Avenue,
Columbus OH 43209-1643.
614/252-8300.

Physicians Exchange
607 S Broadway St, Lexington
KY 40508-3125. 606/255-3636.

Protection Service Inc.
505 Riverside Dr, Dayton OH
45405-4619. 513/223-3600.

Provincial American Truck Transport
350 Tremont City Rd, Springfield
OH 45502-9506. 513/390-0285.

Resources Plan Design Consultants
440 Dublin Ave, Columbus OH
43215-2333. 614/464-2551.

Retail Planning Associates LP
645 S Grant Ave, Columbus OH
43206-1292. 614/461-1820.

RGIS Inventory Specialist
2363 Chauvin Dr, Lexington KY
40517-3917. 606/269-3730.

Safety-Kleen Corp.
US Highway 146, New Castle
KY 40050. 502/584-7314.

Toyota Tsusho American Inc.
1125 Cherry Blossom Way,
Georgetown KY 40324-9565.
502/868-3450.

Travel Pros International Inc.
200 W Broadway St, Frankfort
KY 40601-1933. 502/875-2222.

Vista Industrial Packaging
445 Hutchinson Avenue,
Columbus OH 43235-5677.
614/785-1177.

Williams & Co. Inc.
7640 Reinhold Dr, Cincinnati OH
45237-3312. 513/821-5555.

SECRETARIAL AND COURT REPORTING SERVICES

Dublin Secretarial Services
6065 Frantz Rd, Dublin OH
43017-3371. 614/764-1409.

Kelly Temporary Services
120 East Main Street, Circleville
OH 43113-1726. 614/477-7473.

Professional Administrative Service
5335 Far Hills Ave, Kettering OH
45429-2317. 513/433-4733.

For more information on career opportunities in miscellaneous business services and non-scientific research:

Associations

AMERICAN SOCIETY OF APPRAISERS
P.O. Box 17265, Washington DC 20041. 703/478-2228. Toll-free number: 800/ASA-VALU. Fax: 703/742-8471. An international, nonprofit, independent appraisal organization. ASA teaches, tests, and awards designations.

EQUIPMENT LEASING ASSOCIATION OF AMERICA
1300 17th Street, Suite 1010, North Arlington VA 22209. 703/527-8655. World Wide Web address: http://www.elaonline.com.

NATIONAL ASSOCIATION OF PERSONNEL SERVICES
3133 Mt. Vernon Avenue, Alexandria VA 22305. 703/684-0180. Fax: 703/684-0071. Provides federal legislative protection, education, certification, and business products and services to its member employment service agencies.

Visit our exciting job and career site at http://www.careercity.com

CHARITIES AND SOCIAL SERVICES

The outlook for social service workers is better than average. In fact, opportunities for qualified applicants are expected to be excellent, partly due to the rapid turnover in the industry as a result of lower wages offered.

Note: Because of the high turnover rate and the continuous need for social services, the outlook for this industry has remained constant over the past few years.

AMERICAN CANCER SOCIETY, INC.
428 Chillicothe Street, Portsmouth OH 45662. 614/354-1519. **Contact:** Human Resources. **Description:** A nonprofit cancer research organization which helps fund cancer research, public education, and direct help to patients such as transportation to treatment and rehabilitation services. **Corporate headquarters location:** Atlanta GA. **Other U.S. locations:** Nationwide.

AMERICAN RED CROSS
995 East Broad Street, Columbus OH 43205. 614/253-7981. **Contact:** Human Resources. **Description:** A humanitarian organization that aids disaster victims, gathers blood for crisis distribution, and provides a variety of other social services. Services include training individuals to respond to emergencies, educating them on various diseases, and raising funds for other charitable establishments. **Corporate headquarters location:** Washington DC. **Other U.S. locations:** Nationwide.

CINCINNATI ASSOCIATION FOR THE BLIND
2045 Gilbert Avenue, Cincinnati OH 45202. 513/221-8558. **Contact:** Human Resources. **Description:** An association that offers services for the blind including mobility instruction, rehabilitation teaching, computer training, and talking book programs.

CINCINNATI HAMILTON COMMUNITY ACTION AGENCY
2904 Woodburn Avenue, Cincinnati OH 45210. 513/569-1840. **Contact:** Personnel. **Description:** An agency that offers food vouchers, weatherization, home energy assistance, head start programs, rent assistance, and utility bills assistance.

CYSTIC FIBROSIS FOUNDATION
2011 Madison Road, Cincinnati OH 45200. 513/435-0002. **Contact:** Susan Berliant, Executive Director. **Description:** A foundation that aids in raising money for those with Cystic Fibrosis.

THE SALVATION ARMY
939 East McMillian Street, Cincinnati OH 45206. 513/281-1152. **Contact:** Personnel. **Description:** This nationwide service offers assistance such as food, medical attention, and daycare for the homeless.

SOUTH BRANCH YMCA
359 East Markison Avenue, Columbus OH 43207. 614/445-1035. **Contact:** Personnel. **Description:** One of the nation's largest and most comprehensive service organizations. The YMCA provides health and fitness; social and personal development; sports and recreation; education and career development; and camps and conferences to children, youths, adults, and the elderly, families, the disabled, refugees and foreign nationals, YMCA residents, and community residents, through a broad range of specific programs.

Y.M.C.A. OF CENTRAL OHIO
40 West Long Street, Columbus OH 43215. 614/224-9622. **Contact:** Human Resources. **Description:** One of the nation's largest and most comprehensive service organizations. The YMCA provides health & fitness; social & personal development; sports & recreation; education & career development; and camps and conferences to children, youths, adults, and the elderly,

families, the disabled, refugees and foreign nationals, YMCA residents, and community residents, through a broad range of specific programs.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

JOB TRAINING AND VOCATIONAL REHABILITATION SERVICES

Clerco Inc.
PO Box 136, Batavia OH 45103-0136. 513/732-7010.

Green Thumb Inc.
8979 US Highway 62, Hillsboro OH 45133-9409. 513/393-3377.

Lawrence County Joint Vocational School
11627 State Route 243, Ironton OH 45638. 614/532-7187.

Private Industry Council
300 East Silver Street, Lebanon OH 45036-1800. 513/932-7119.

WRC/Star Center
2901 Gilbert Avenue, Cincinnati OH 45206-1211. 513/481-6755.

MISC. SOCIAL SERVICES

Bluegrass Community Service Company
498 Georgetown Street, Lexington KY 40508-1163. 606/255-3135.

Care Case Management Company
90 South Lawn Avenue, Hamilton OH 45013-2577. 513/887-2100.

Community Blood Center
349 South Main Street, Dayton OH 45402-2736. 513/461-3450.

Drug & Alcohol Outpatient Services
200 West 2nd Street, Lexington KY 40507-1115. 606/281-2100.

Good Shepherd Manor
374 Good Manor Road, Wakefield OH 45687. 614/289-2861.

Kentucky River Foothills Service
32 Meadow Street, Winchester KY 40391-1364. 606/744-8062.

Moundbuilders Guidance Center
65 Messimer Drive, Newark OH 43055-3626. 614/522-8477.

Negro Sightless Society Ohio Inc.
3603 Washington Avenue, Cincinnati OH 45229-2009. 513/961-0144.

Preble County Council On Aging Inc.
215 South Franklin Street, Eaton OH 45320-2321. 513/456-4947.

SSI Outreach
210 North Main Street, Dayton OH 45402-1234. 513/222-4774.

Voca Corp.
4133 Karl Rd, Columbus OH 43224-2054. 614/267-0056.

For more information on career opportunities in charities and social services:

Associations

AMERICAN COUNCIL OF THE BLIND
1155 15th Street NW, Suite 720, Washington DC 20005. 202/467-5081. World Wide Web address: http://www.acb.org. Membership. Offers an annual conference, a monthly magazine, and scholarships.

CATHOLIC CHARITIES USA
1731 King Street, Suite 200, Alexandria VA 22314. 703/549-1390. Membership.

FAMILY SERVICE ASSOCIATION OF AMERICA
11700 West Lake Park Drive, Park Place, Milwaukee WI 53224. 414/359-1040. Membership.

NATIONAL ASSOCIATION OF SOCIAL WORKERS
750 First Street NE, Suite 700, Washington DC 20002-4241. 202/408-8600.

NATIONAL COUNCIL ON FAMILY RELATIONS
3989 Central Avenue NE, Suite 550, Minneapolis MN 55421. 612/781-9331. Fax: 612/781-9348. Membership. Publishes two quarterly journals. Offers an annual conference and newsletters.

NATIONAL FEDERATION OF SOCIETIES FOR CLINICAL SOCIAL WORK, INC.
P.O. Box 3740, Arlington VA 22203. 703/522-3866. A lobbying organization. Offers newsletters and a conference every two years to membership organizations.

NATIONAL FEDERATION OF THE BLIND
1800 Johnson Street, Baltimore MD 21230. 410/659-9314. World Wide Web address: http://www.nfb.org. Membership of 50,000 in 600 local chapters. Publishes a monthly magazine.

NATIONAL MULTIPLE SCLEROSIS SOCIETY
733 Third Avenue, New York NY 10017. 212/986-3240. Toll-free: 800/344-4867. World Wide Web address: http://www.nmss.org. Publishes a quarterly magazine.

NATIONAL ORGANIZATION FOR HUMAN SERVICE EDUCATION
Brookdale Community College, Newman Springs Road, Lyncroft NJ 07738. 908/842-1900, ext. 546.

Visit our exciting job and career site at http://www.careercity.com

CHEMICALS/RUBBER AND PLASTICS

First the good news: Overall growth in the chemical industry is on the upswing. Chemical products and services are currently in high demand, thus creating a need for more workers, and recent price increases are holding steady.

Now the bad news: Costs for pollution reduction are rising. Factories are running at 85 percent capacity, and if companies increase spending on plant and equipment, an oversupply could result if economic growth slows too quickly.

Growth prospects for the domestic synthetic rubber industry remain mixed, reflecting the industry's dependence on tire manufacturing. The tire industry shows signs of stabilizing after undergoing a period characterized by massive restructuring, the effects of recession in the domestic market, and consistently high levels of imports.

In the plastics industry, greater reliance on computer-aided design and manufacturing is expected in the last half of the 1990s, as production is streamlined. These measures will be aimed at strengthening the industry's competitiveness in the areas of quality control and improved client relations.

AKZO NOBEL
P.O. Box 489, Columbus OH 43216. 614/294-3361. **Contact:** Linda Gilbert, Human Resources. **Description:** Akzo Nobel is a worldwide industrial organization with companies in more than 50 countries. Geographically, the company's activities are concentrated in the United States and Europe. Akzo Nobel's product range includes salt and chemicals, coatings, health care products, and fibers. Business activities are conducted in four units: Chemicals, Coatings, Pharma, and Fibers. The Chemicals Group produces polymer chemicals, rubber chemicals, catalysts, detergents, surfactants, functional chemicals, salt, chlor-alkali, and industrial chemicals. The Coatings Group produces decorative coatings, car refinishes, industrial coatings, industrial wood finishes, aerospace finishes, automotive finishes, and resins. The Pharma Group includes ethical drugs, hospital supplies, nonprescription products, raw materials for the pharmaceuticals industry, generics, and veterinary products. The Fibers Group produces textile, industrial, and high-performance fibers, industrial nonwovens, and membranes for medical, technical, and industrial uses. Extensive research and development takes place in all units. **Corporate headquarters location:** The Netherlands. **Number of employees worldwide:** 62,000.

ARROW MOLDED PLASTICS, INC.
600 South Clinton Street, Circleville OH 43113. 614/474-6031. **Contact:** Human Resources. **Description:** Manufactures plastic products.

ASHLAND CHEMICAL COMPANY
5200 Blazer Parkway Drive, Dublin OH 43017. 614/790-3333. **Contact:** Human Resources. **Description:** Manufactures, markets, and distributes a wide variety of chemical products through facilities in 33 states and 46 foreign countries. Foreign operations are conducted through subsidiaries and affiliated companies. **Common positions include:** Accountant/Auditor; Chemical Engineer; Chemist; Computer Programmer; Draftsperson; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Systems Analyst; Transportation/Traffic Specialist. **Educational backgrounds include:** Accounting; Business Administration; Chemistry; Computer Science; Engineering; Marketing. **Benefits:** Credit Union; Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance, Pension Plan; Savings Plan; Thrift Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Parent company:** Ashland Oil, Inc.

Operations at this facility include: Administration; Divisional Headquarters; Research and Development. **Listed on:** New York Stock Exchange.

AUSTIN POWDER COMPANY
P.O. Box 317, McArthur OH 45651. 614/596-5286. **Contact:** Elaine Gates, Personnel Director. **Description:** Manufacturer of explosives for a variety of applications.

CDR PIGMENTS
410 Glendale-Milford Road, Cincinnati OH 45215. 513/771-1900. **Contact:** Personnel Department. **Description:** CDR Pigments is a manufacturer of specialty printing inks. **Parent company:** AlliedSignal Corporation is one of the nation's largest industrial organizations and serves a broad spectrum of industries through its more than 40 strategic businesses which are grouped into three sectors: Aerospace; Automotive; and Engineered Materials.

CHEMICAL ABSTRACTS SERVICE
P.O. Box 3012, Columbus OH 43210-0012. **Contact:** Human Resources. **Description:** Designs, develops, operates, and markets chemical information services, including CAS ONLINE and CHEMICAL ABSTRACTS. **Common positions include:** Chemist. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Washington DC. **Parent company:** American Chemical Society. **Operations at this facility include:** Administration; Divisional Headquarters; Research and Development; Sales. **Listed on:** Privately held. **Number of employees at this location:** 1,200. **Number of employees nationwide:** 2,000.

DAYCO PRODUCTS INC.
P.O. Box 1004, Dayton OH 45401-1004. 513/226-7000. **Contact:** Chuck Wolfiss, Human Resources Manager. **Description:** A worldwide manufacturer and distributor of a wide range of highly-engineered rubber and plastic products, many used for replacement purposes. Principal markets include the agricultural, automotive, construction, energy, printing, mining, textile, and transportation industries. **Common positions include:** Accountant/Auditor; Computer Programmer; Manufacturer's/Wholesaler's Sales Rep.; Marketing Specialist; Systems Analyst. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Marketing. **Benefits:** Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Parent company:** Mark IV Industries. **Listed on:** New York Stock Exchange.

DOW CORNING CORPORATION
4770 Highway 42 East, Carrollton KY 41008. 502/732-4371. **Contact:** Personnel. **Description:** Dow Corning was formed in 1943 as a 50/50 venture of The Dow Chemical Company and Corning Inc., with the mission of developing the potential of silicones, materials not found in nature or previously manufactured, and which combine the temperature and chemical resistance of glass and the versatility of plastics. The company has pioneered this industry, growing from a producer of simple greases and resins to a manufacturer of over 5,000 products for industries ranging from aerospace to cosmetics. Today, the company has 33 major manufacturing locations, with more than half of total business taking place outside the U.S. The principal business of the company is the development, manufacture, and marketing of silicones, related specialty chemical materials, polycrystalline silicone, and specialty health care products. Dow Corning also serves the following industries: automotive; chemicals and petrochemicals; construction; consumer products; electrical and electronics; food processing; medical products; paints and coatings; personal, household and automotive care; pharmaceuticals; plastics; pressure-sensitive adhesives; and textiles and leather industries, as well as offering industrial maintenance and protection. **Corporate headquarters location:** Midland MI. **Listed on:** Privately held. **Number of employees worldwide:** 8,200.

DUBOIS
255 East 5th, Cincinnati OH 45202. 513/762-6000. **Contact:** Cheryl Darby, Director of Human Resources. **Description:** A producer of specialty chemicals. **NOTE:** Send resumes to: 12025 Tech Center Drive, Livonia MI 48150-2122. **Corporate headquarters location:** Livonia MI.

E.I. DuPONT DE NEMOURS & COMPANY

P.O. Box 89, Circleville OH 43113. 614/474-0111. **Contact:** Tom Smith, Human Resources Director. **Description:** E.I. DuPont de Nemours & Company is a corporation whose diverse activities include the manufacturing of biomedical, industrial, and consumer products (such as photographic, data-recording, and video devices); the production of man-made fiber products (with applications in a variety of consumer and commercial industries), polymer products (such as plastic resins, elastomers and films), agricultural and industrial chemicals (such as herbicides and insecticides, pigments, fluorochemicals, petroleum additives, and mineral acids); the exploration and production of crude oil and natural gas; the refining, marketing, and downstream transportation of petroleum; and the mining and distribution of steam and metallurgical coals. Industries served range from aerospace, agriculture, and apparel to transportation, health care, and printing and publishing. This location is a polyster/polywide film manufacturing plant. **Common positions include:** Chemical Engineer; Chemist; Computer Systems Analyst; Electrical/Electronics Engineer; Mechanical Engineer. **Educational backgrounds include:** Chemistry; Engineering. **Benefits:** 401(k); Daycare Assistance; Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Wilmington DE. **Other U.S. locations:** Nationwide. **Operations at this facility include:** Manufacturing; Research and Development. **Listed on:** New York Stock Exchange. **Number of employees at this location:** 1,100.

ELECTRA FORM, INC.

852 Scholz Drive, Vandalia OH 45377. 513/898-8460. **Contact:** Steve Wade, Human Resources Manager. **Description:** A manufacturer of plastic injection molds. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Buyer; Ceramics Engineer; Cost Estimator; Customer Service Representative; Designer; Draftsperson; Electrical/Electronics Engineer; Financial Analyst; General Manager; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Manufacturer's/Wholesaler's Sales Rep.; Materials Engineer; Mechanical Engineer; Metallurgical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Services Sales Representative; Wholesale and Retail Buyer. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Engineering; Finance; Liberal Arts; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Manufacturing; Regional Headquarters; Research and Development; Sales; Service. **Listed on:** Privately held. **Number of employees at this location:** 225.

FEDERAL PACKAGING CORPORATION

P.O. Box 930, St. Paris OH 43072. 513/663-4142. **Contact:** Lawrence J. Subler, Human Resources Manager. **Description:** A manufacturer of composite cans and tubes and injection-molded plastic parts. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Buyer; Chemist; Customer Service Representative; Purchasing Agent and Manager. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing; Research and Development; Sales; Service.

FOAM DESIGN, INC.

444 Transport Court, Lexington KY 40581. 606/231-7006. **Fax:** 606/231-7731. **Contact:** Human Resources. **Description:** A producer of foam, foam products, and cushioning products made of polyethylene, polyurethane, and polystyrene for the protection of products such as typewriters, printed circuit boards, medical instruments, and electronic components. Cushioning products are used to package consumer goods, for the transport of aerospace and military missile components and related hardware, for the handling and shipping of automotive parts, and in the packaging of electronics components and assemblies. Foam Design also manufactures consumer products such as camping pads, bodyboards, and archery targets.

FRANKLIN INTERNATIONAL

2020 Bruck Street, Columbus OH 43207. 614/443-0241. **Contact:** Human Resources. **Description:** Manufactures a variety of adhesives.

H.B. FULLER
P.O. Box 14556, North Ridge Station, Dayton OH 45413. 513/890-3150. **Contact:** Dorothy Long, Human Resources Director. **Description:** Producers of a broad range of adhesives, sealants, and extruded flexible plastics for the architectural and automotive industries.

HENKEL CORPORATION
4900 Este Avenue, Cincinnati OH 45232. 513/482-2100. **Contact:** Human Resources. **Description:** Manufactures a wide range of chemicals.

HILTON DAVIS COMPANY
2235 Langdon Farm Road, Cincinnati OH 45237. 513/841-4000. **Contact:** Ed Schuette, Manager of Human Resources. **Description:** Manufacturers of a variety of chemical intermediates including pigments, dyes, and food colors. **Common positions include:** Chemical Engineer; Chemist; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer. **Educational backgrounds include:** Chemistry; Engineering. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan. **Operations at this facility include:** Manufacturing; Research and Development; Sales; Service.

JOHNSON CONTROLS, INC.
8040 Bluegrass Drive, Florence KY 41042-2902. 606/371-6030. **Contact:** Wendy Phillips, Human Resources. **Description:** Founded in 1885, Johnson Controls is now a global market leader in automotive seating, facility services and control systems, plastic packaging, and automotive batteries. These industries make up the four business units of the company: Automotive, Controls, Plastics, and Battery. The automotive business produces complete seat systems, seating components, and interior trim systems for cars, light trucks, and vans. The controls segment is involved in the installation and service of facility management and control systems, retrofit and service of mechanical equipment and lighting systems in non-residential buildings, and on-site management of facility operations and maintenance. The plastics unit manufactures plastic containers for beverages, food, personal care, and household items, as well as manufacturing, installing, and servicing plastics blowmolding machinery systems. The battery segment manufactures automotive batteries for the replacement and original equipment markets and specialty batteries for telecommunications and uninterruptible power supply (UPS) applications. This location manufactures plastic cases for batteries. **Corporate headquarters location:** Milwaukee WI.

LIQUI-BOX CORPORATION
6950 Worthington Galena Road, Columbus OH 43085. 614/888-9280. **Contact:** Human Resources. **Description:** This location houses the corporate offices for the manufacturer of plastic containers used for the packaging of liquids. **Corporate headquarters location:** This Location.

PLASTIC MOLDINGS CORPORATION
2181 Grand Avenue, Cincinnati OH 45214. 513/921-5040. **Contact:** Human Resources. **Description:** Manufactures precision-molded plastic parts used in a wide variety of applications, including electrical and automotive parts. **Corporate headquarters location:** This Location.

QUANTUM CHEMICAL COMPANY
11500 Northlake Drive, Cincinnati OH 45249. 513/530-6905. **Contact:** Human Resources. **Description:** A manufacturer of plastics and industrial chemicals.

RJF INTERNATIONAL CORPORATION
P.O. Box 657, Marietta OH 45750. 614/374-6400. **Contact:** Mike Struble, Director of Human Resources. **Description:** Manufactures a line of plastics products with applications in a number of industries including consumer products and building materials. **Common positions include:** Accountant/Auditor; Chemical Engineer; Computer Programmer; Electrical/Electronics Engineer; Human Resources Specialist; Mechanical Engineer; Operations/Production Manager. **Educational backgrounds include:** Business Administration; Chemistry; Computer Science; Engineering. **Benefits:** Disability Coverage; Life Insurance; Medical Insurance; Pension Plan. **Corporate headquarters location:** Fairlawn OH. **Operations at this facility include:** Manufacturing.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

ADHESIVES AND SEALANTS

Morton International Inc.
10 Electric St, W Alexandria OH 45381-1212. 513/839-4612.

CHEMICALS AND ALLIED PRODUCTS WHOLESALE

Ashland Chemical
PO Box 2219, Columbus OH 43216-2219. 614/889-3333.

FRP Supply
5200 Blazer Pkwy, Dublin OH 43017-5309. 614/889-4272.

HVC
4600 Dues Dr, Cincinnati OH 45246-1009. 513/874-9261.

CHEMICALS AND CHEMICAL PREPARATIONS

Michelman Inc.
9089 Shell Rd, Cincinnati OH 45236-1231. 513/793-7766.

CLEANING, POLISHING, AND SANITATION PREPARATIONS

Texo Corp.
2801 Highland Ave, Cincinnati OH 45212-2497. 513/731-3400.

INDUSTRIAL INORGANIC CHEMICALS

Aluchem Inc.
1 Landy Ln, Cincinnati OH 45215-3405. 513/733-8519.

Champion Co.
400 Harrison St, Springfield OH 45505-2067. 513/324-5681.

Elf Atochem North America
2316 Highland Avenue, Carrollton KY 41008-9602. 502/732-4411.

Fermco
P O Box 398704, Cincinnati OH 45239. 513/738-6200.

Shield Alloy Metallurgical Corp.
PO Box 310, Cambridge OH 43725-0310. 614/432-6345.

INDUSTRIAL ORGANIC CHEMICALS

AlliedSignal Inc.
3330 S 3rd St, Ironton OH 45638-2864. 614/533-1040.

Aristech Chemical Corp.
PO Box 127, Ironton OH 45638-0127. 614/532-3420.

Cincinnati Specialties Inc.
501 Murray Rd, Cincinnati OH 45217-1014. 513/242-3300.

Mallinckrodt-Baker Inc.
PO Box 800, Paris KY 40362-0800. 606/987-7000.

Sun Chemical Corp./Pigments Division
4526 Chickering Avenue, Cincinnati OH 45232-1935. 513/681-5950.

MISC. RUBBER AND PLASTICS PRODUCTS

Anchor Swan Corporation
PO Box 509, Worthington OH 43085-0509. 614/844-6800.

National Fire Hose Corp.
1881 E 25th Ave, Columbus OH 43219-1016. 614/294-5522.

PAINTS, VARNISHES, AND RELATED PRODUCTS

Dap Inc.
855 N 3rd St, Tipp City OH 45371-3000. 513/667-4461.

Herberts Powder Coatings Inc.
4130 Lyman Ct, Hilliard OH 43026-1213. 614/771-7881.

PPG Industries Coatings & Resins
760 Pittsburgh Dr, Delaware OH 43015-2863. 614/363-9610.

Sherwin-Williams Co.
2121 New World Drive, Columbus OH 43207-3434. 614/497-6500.

Yenkin Majestic Paint Corp.
1920 Leonard Ave, Columbus OH 43219-2591. 614/253-8511.

PAINTS, VARNISHES, AND SUPPLIES WHOLESALE

Carboline Distribution Center
2062 Heller Dr, Beavercreek OH 45434-7210. 513/429-9190.

PLASTICS MATERIALS WHOLESALE

CTL Aerospace Inc.
5616 Spellmire Dr, West Chester OH 45069. 513/874-7900.

PLASTICS MATERIALS, SYNTHETICS, AND ELASTOMERS

Carstab Products
2000 West St, Cincinnati OH 45215-3431. 513/733-2100.

Goodson Polymers
1250 Union St, Troy OH 45373-4118. 513/339-0591.

Hass Sales & Service
734 Lancaster St, Marietta OH 45750-2639. 614/373-7958.

Huntsman
PO Box 600, Belpre OH 45714-0600. 614/423-7156.

Medisorb Tech International Inc.
6954 Cornell Rd, Cincinnati OH 45242-3025. 513/489-7181.

Monsanto Co.
River Rd, Addyston OH 45001. 513/467-2400.

PPG Industries Coatings
PO Box 457, Circleville OH 43113-0457. 614/474-3161.

Shell Chemical Company
2982 Washington Blvd, Belpre OH 45714-1842. 614/423-7571.

Silmar Resins
3535 Latonia Ave, Covington KY 41015-1341. 606/491-5805.

PLASTICS PRODUCTS

Advanced Drainage Systems Inc.
3300 Riverside Drive, Columbus OH 43221-1756. 614/457-3051.

Alumax Appliance & Specialty Products Co.
PO Box 345, Carrollton KY
41008-0345. 502/732-4473.

Amoco Performance Products Inc.
PO Box 446, Marietta OH 45750-0446. 614/373-9242.

Arkay Industries Inc.
228 Byers Rd, Miamisburg OH
45342-3675. 513/847-5588.

Arkay Plastics Inc.
240 American Way, Monroe OH
45050-1202. 513/539-9971.

Arrow NA
110 North 8th Street, Byesville
OH 43723-1048. 614/685-2506.

Bird Vinyl Products
1010 Withrow Court, Bardstown
KY 40004-2632. 502/348-9231.

BP Chemicals Inc.
7310 Turfway Rd, Florence KY
41042-1385. 606/282-3640.

Chevron Chemical Co.
PO Box 1000, Marietta OH
45750-0989. 614/374-2500.

Columbus Plastics Operation
800 Manor Park Drive, Columbus
OH 43228-9640. 614/870-5065.

Constar International
610 O Neill Dr, Hebron OH
43025-9680. 614/928-4435.

Continental PET Technology Inc.
7959 Vulcan Dr, Florence KY
41042-2839. 606/727-6300.

Continental Plastic Containers Inc.
95 W Crescentville Rd,
Cincinnati OH 45246-1730.
513/671-1641.

Creative Extruded Products Inc.
1414 Commerce Park Dr, Tipp
City OH 45371-2800. 513/667-4485.

Day International Inc.
PO Box 338, Dayton OH 45402-0338. 513/224-4000.

Dee's Laminations
264 Timberline Dr, Circleville
OH 43113-1293. 614/477-3876.

Dow Chemical Co.
925 County Road 1A, Ironton OH
45638-8687. 614/533-4000.

Express Packaging
PO Box 230, Newcomerstown
OH 43832-0230. 614/498-4700.

Fabri-Form Co.
10501 Burt St, Byesville OH
43723-9658. 614/685-2574.

Fairfield Industries Inc.
219 North Columbus Street,
Lancaster OH 43130-3067.
614/687-7230.

Flair Molded Plastics Inc.
700 S Keeneland Dr, Richmond
KY 40475-3236. 606/624-1083.

Formica Corp.
10155 Reading Rd, Cincinnati
OH 45241-3109. 513/786-3400.

Frankfort Plastics
290 Chenault Rd, Frankfort KY
40601-8211. 502/695-6200.

General Industries Co.
648 Clymer Rd, Marysville OH
43040-9502. 513/644-9185.

Goodyear Tire & Rubber Co.
1020 East Main Street, Jackson
OH 45640-2141. 614/286-7900.

Green Tokai Co. Inc.
55 Robert Wright Drive,
Brookville OH 45309-1933.
513/833-5444.

Greenville Technology Inc.
5755 State Route 571, Greenville
OH 45331-9692. 513/548-1471.

Greif Bros Corp.
1051 O Neill Dr, Hebron OH
43025-9680. 614/928-0070.

Himont USA Inc.
1125 Gahanna Pkwy, Gahanna
OH 43230-6612. 614/864-3989.

Hoechst Celanese
8040 Dixie Hwy, Florence KY
41042-2904. 606/525-4740.

Hopple Plastics Inc.
7430 Empire Dr, Florence KY
41042-2939. 606/283-1570.

Inoac Nadel Inc.
901 Nutter Dr, Bardstown KY
40004-2627. 502/348-5159.

Jackson Plastics
141 Hendron Way, Nicholasville
KY 40356-2292. 606/885-8094.

Kurz-Kasch Inc.
2271 Arbor Blvd, Dayton OH
45439-1521. 513/299-0990.

Kurz-Kasch Inc.
185 Park Dr, Wilmington OH
45177-2040. 513/382-0966.

Lasco Panel Products
8015 Dixon Dr, Florence KY
41042-2938. 606/371-7720.

Lewisystems
200 Elm St, Urbana OH 43078-1987. 513/652-1361.

Licco Inc.
600 Industrial Parkway, Heath
OH 43056-1528. 614/522-8345.

Liquid Container Corp.
1225 Castle Dr, Mason OH
45040-9499. 513/398-5000.

Marzetti Co.
275 South Bennett Avenue,
Jackson OH 45640-8656.
614/286-5081.

Master Indusries Inc.
400 Elroy-Ansonia Rd, Ansonia
OH 45303. 513/337-3511.

Modern Industrial Plastics Inc.
3337 N Dixie Dr, Dayton OH
45414-5645. 513/276-6400.

Monco Industries Inc.
1507 Kuntz Rd, Dayton OH
45404-1232. 513/461-0034.

Mount Vernon Plastics Corp.
P.O. Box 203, Mount Vernon KY
40456-8701. 606/256-5164.

Navistar International Transportation
800 Manor Park Dr, Columbus
OH 43228-9640. 614/870-7080.

Nicofibers Co.
9702 Iron Point Rd SE, Shawnee
OH 43782-9723. 614/394-2491.

Ohio Plastic Co.
119 W 2nd St, Frazeysburg OH
43822. 614/828-3291.

Owens Brockway Plastic Products Inc.
7712 Reinhold Dr, Cincinnati OH
45237-2806. 513/821-3693.

Owens Brockway Plastic Products Inc.
8283 Dixie Hwy, Florence KY 41042-3230. 606/371-1126.

Owens-Illinois Labels Inc.
1051 Bloomfield Rd, Bardstown KY 40004-9794. 502/348-9211.

Packaging Resources Inc.
5566 New Vienna Rd, New Vienna OH 45159-9611. 513/987-3043.

Parkway Aerospace
1400 Jamike Ave, Erlanger KY 41018-1040. 606/525-8040.

Plaskolite Inc.
PO Box 1497, Columbus OH 43216-1497. 614/294-3281.

Plastic Products Co. Inc.
630 Metts Dr, Lebanon KY 40033-1908. 502/692-2025.

Plastipak
18015 State Route 65, Jackson Center OH 45334. 513/596-6142.

Power Packaging Inc.
100 Hope Rd, Byesville OH 43723. 614/685-2548.

Precision Packaging & Service
801 Garver Rd, Monroe OH 45050-1242. 513/539-6977.

Preferred Plastic Sheet
6010 Jaysville Saint Johns Rd, Greenville OH 45331-9605. 513/548-2133.

Prestige Packaging Inc.
6121 Schumacher Park Dr, West Chester OH 45069-3818. 513/777-9007.

Recto Molded Products Inc.
4425 Appleton Street, Cincinnati OH 45209-1205. 513/871-5544.

Resinoid Engineering Corp.
PO Box 2264, Newark OH 43056-0264. 614/928-6115.

Southeastern Plastics Inc.
PO Box 71, Cambridge OH 43725-0071. 614/685-6158.

Springfield Products
70 Industry Drive, Springfield KY 40069-1506. 606/336-5116.

Storopack Inc.
4758 Devitt Dr, Cincinnati OH 45246-1106. 513/874-0314.

Tech II Inc.
PO Box 1468, Springfield OH 45501-1468. 513/969-8352.

Thatcher Tubes
7850 Foundation Drive, Florence KY 41042-3047. 606/342-8900.

Thatcher Tubes
2302 Kenskill Ave, Washington Court House OH 43160-9309. 614/335-8130.

The Molding Co.
8153 Garnet Dr, Dayton OH 45458-2142. 513/439-0450.

The Wyn Companies
30627 Orr Rd, Circleville OH 43113-9731. 614/474-7546.

Thompson International Inc.
801 John Watts Dr, Nicholasville KY 40356-2161. 606/887-2446.

Thompson International Inc.
2201 Regency Road, Lexington KY 40503-2343. 606/276-5819.

Tom Smith Industries Inc.
500 Smith St, Dayton OH 45408-2045. 513/890-4515.

Tray-Park Corp.
625 Lambs Creek Ct, Columbus OH 43085-4873. 614/431-5165.

Wheaton Plastics Products
111 Hwy 555, Springfield KY 40069. 606/336-9347.

Worthington Custom Plastics
350 E High St, London OH 43140-9773. 614/852-3200.

Worthington Custom Plastics
655 Industrial Dr, Lebanon KY 40033-1954. 502/692-0901.

Worthington Custom Plastics
4219 State Route 42, Mason OH 45040-1930. 513/398-7050.

RUBBER PRODUCTS

American Tape Co.
2000 Enterprise Drive, Richmond KY 40475-8803. 606/623-7177.

Johnson Controls Inc.
PO Box 150, Greenfield OH 45123-0150. 513/981-2176.

Kokoku Rubber Inc.
120 Hanger Circle, Richmond KY 40475-3246. 606/623-7096.

SOAP AND OTHER DETERGENTS

Camco Chemical Co. Inc.
8150 Holton Dr, Florence KY 41042-3010. 606/727-3200.

Colgate-Palmolive Co.
8800 Guernsey Industrial Blvd, Cambridge OH 43725-8912. 614/439-4242.

Hewitt Soap Co. Inc.
333 Linden Ave, Dayton OH 45403-2557. 513/253-1151.

UNSUPPORTED PLASTICS PRODUCTS

Crane Plastics Inc.
2141 Fairwood Avenue, Columbus OH 43207-1753. 614/443-4891.

Deerfield Plastics Co. Inc.
PO Box 1366, Danville KY 40423-1366. 606/236-6633.

Dow Chemical USA
3700 Hebron Rd, Hebron OH 43025-9665. 614/929-5100.

Gencorp
One General Street, Newcomerstown OH 43832-1230. 614/498-5900.

Plastic Suppliers Inc.
PO Box 360478, Columbus OH 43236-0478. 614/471-9100.

Union Camp Corp.
901 Commerce Circle, Shelbyville KY 40065-9198. 502/633-0168.

For more information on career opportunities in the chemicals/rubber and plastics industries:

Associations

AMERICAN INSTITUTE OF CHEMISTS, INC.
7315 Wisconsin Avenue, Suite 502 E, Bethesda MD 20814. 301/652-2447. A professional organization supporting the social, economic, and career objectives of the individual scientist.

AMERICAN CHEMICAL SOCIETY
Career Services, 1155 16th Street NW, Washington DC 20036. 202/872-4600. World Wide Web address: http://www.acs.org.

AMERICAN ASSOCIATION FOR CLINICAL CHEMISTRY
2101 L Street NW, Suite 202, Washington DC 20037-1526. 202/857-0717 or 800/892-1400. International scientific/medical society of individuals involved with clinical chemistry and other clinical labscience-related disciplines.

AMERICAN INSTITUTE OF CHEMICAL ENGINEERS
345 East 47th Street, New York NY 10017. 212/705-7338 or 800/242-4363. World Wide Web address: http://www.aiche.org. Provides leadership in advancing the chemical engineering profession as it meets the needs of society.

CHEMICAL MANAGEMENT & RESOURCES ASSOCIATION
60 Bay Street, Suite 702, Staten Island NY 10301. 718/876-8800. Fax: 718/720-4666. Engaged in marketing, marketing research, business development, and planning for the chemical and allied process industries. Provides technical meetings, educational programs, and publications to members.

CHEMICAL MANUFACTURERS ASSOCIATION
2501 M Street NW, Washington DC 20037. 202/887-1100. World Wide Web address: http://www.cmahq.com. A trade association that develops and implements programs and services and advocates public policy that benefits the industry and society.

THE ELECTROCHEMICAL SOCIETY
10 South Main Street, Pennington NJ 08534-2896. An international educational society dealing with electrochemical issues. Also publishes monthly journals.

SOAP AND DETERGENT ASSOCIATION
475 Park Avenue South, 27th Floor, New York NY 10016. 212/725-1262. A trade association and research center.

SOCIETY OF PLASTICS ENGINEERS
14 Fairfield Drive, P.O. Box 403, Brookfield CT 06804-0403. 203/775-0471. World Wide Web address: http://www.bbsnet.com/spe. Dedicated to helping members attain higher professional status through increased scientific, engineering, and technical knowledge.

THE SOCIETY OF THE PLASTICS INDUSTRY, INC.
1275 K Street NW, Suite 400, Washington DC 20005. 202/371-5200. Promotes the development of the plastics industry and enhances public understanding of its contributions while meeting the needs of society.

Directories

CHEMICAL INDUSTRY DIRECTORY
State Mutual Book and Periodical Service, Order Department, 17th Floor, 521 5th Avenue, New York NY 10175. 516/537-1104.

CHEMICALS DIRECTORY
Cahners Publishing, 275 Washington Street, Newton MA 02158. 617/964-3030.

DIRECTORY OF CHEMICAL ENGINEERING CONSULTANTS
American Institute of Chemical Engineering, 345 East 47th Street, New York NY 10017. 212/705-7338.

DIRECTORY OF CHEMICAL PRODUCERS
SRI International, 333 Ravenswood Avenue, Menlo Park CA 94025. 415/326-6200.

Magazines

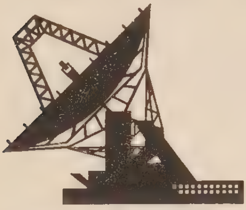
CHEMICAL & ENGINEERING NEWS
American Chemical Society 1155 16th Street NW, Washington DC 20036. 202/872-4600.

CHEMICAL MARKETING REPORTER
Schnell Publishing Company, 80 Brot Street, 23rd Floor, New York NY 10004. 212/248-4177.

CHEMICAL PROCESSING
Putnam Publishing Company, 301 East Erie Street, Chicago IL 60611. 312/644-2020.

CHEMICAL WEEK
888 7th Avenue, 26th Floor, New York NY 10106. 212/621-4900.

COMMUNICATIONS: TELECOMMUNICATIONS AND BROADCASTING



The telecommunications and broadcasting industries are poised on the edge of a revolution. At long last, Congress has deregulated the telecommunications industry, allowing long-distance carriers, local phone companies, and cable TV operators to get into each other's businesses. For the first time, consumers will be able to choose their local phone company, and that company will probably also provide them with their cable hookups.

Business in the telecommunications industry has been booming even without deregulation. The industry continues to break new ground and reach more customers, especially in wireless phone service. However, the industry has been shaken by recent layoffs at AT&T.

In broadcasting, competition is high, especially for high-profile positions such as newscasters and DJs. In television, the hottest industry is cable. Cable companies are rapidly expanding, and opportunities for technical workers are growing. In radio, syndicated radio shows are tearing up the airwaves. Larger stations with more money, more experience, and bigger names are producing shows which smaller stations are picking up to save money. This increase in syndication will lead to continued competition in the radio industry.

AT&T COMMUNICATIONS
6200 East Broad Street, Columbus OH 43213. 614/860-2000. **Contact:** William Kaser, Human Resources Director. **World Wide Web address:** http://www.att.com. **Description:** A telephone and electronics company providing long distance services throughout the United States and to most of the world. AT&T also maintains responsibility for managing the world's largest telecommunications network. **Other U.S. locations:** Silver Spring MD; Cincinnati OH.

AT&T COMMUNICATIONS
221 East Fourth Street, Cincinnati OH 45202. 513/629-5000. **Contact:** Employment Office. **World Wide Web address:** http://www.att.com. **Description:** A telephone and electronics company, providing long distance services throughout the United States and to most of the world. AT&T also maintains responsibility for managing the world's largest telecommunications network. **Other U.S. locations:** Silver Spring MD; Columbus OH.

AMERILINK
dba NACOM
1900 East Dublin-Granville Road, Suite 100A, Columbus OH 43229. 614/895-1313. **Contact:** Kelly Fox, Personnel Director. **Description:** Amerilink is a communications company. **Number of employees at this location:** 200.

CHANNEL 5
140 West 9th Street, Cincinnati OH 45202. 513/352-5000. **Contact:** Georgia Jones, Human Resources Director. **Description:** A television station.

CINCINNATI BELL INFORMATION SYSTEMS, INC.
600 Vine Street, Cincinnati OH 45201. 513/784-5959. **Contact:** Tom Cruz, Human Resources Representative. **Description:** One of the largest local telephone companies in the U.S. Other operations include a number of unregulated communications related businesses. The telephone company provides local telephone service in southwestern Ohio and parts of northern Kentucky

and Indiana. Cincinnati Bell Information Systems (CBIS) designs and markets information systems, and provides consulting and technical services for telecommunications companies. MATRIXX Marketing, Inc. offers a wide range of inbound and outbound telemarketing and other marketing services to clients in the consumer goods, telecommunications, and financial services fields. Other unregulated businesses include a cellular mobile telephone service; Cincinnati Bell Long Distance, reselling long-distance communication services; and the Yellow Page Directory services.

CINCINNATI BELL INFORMATION SYSTEMS, INC.,
201 East 4th Street, Room M30, Cincinnati OH 45202. 513/397-9900. **Contact:** Human Resources. **Description:** One of the largest local telephone companies in the U.S. Other operations include a number of unregulated communications related businesses. The telephone company provides local telephone service in southwestern Ohio and parts of northern Kentucky and Indiana. Cincinnati Bell Information Systems (CBIS) designs and markets information systems, and provides consulting and technical services for telecommunications companies. MATRIXX Marketing, Inc. offers a wide range of inbound and outbound telemarketing and other marketing services to clients in the consumer goods, telecommunications, and financial services fields. Other unregulated businesses include a cellular mobile telephone service; Cincinnati Bell Long Distance, reselling long-distance communication services; and the Yellow Page Directory services. **Common positions include:** Accountant/Auditor; Customer Service Representative; Electrical/Electronics Engineer; Marketing Specialist; Services Sales Representative; Statistician; Systems Analyst; Technical Writer/Editor. **Educational backgrounds include:** Accounting; Business Administration; Communications; Computer Science; Economics; Engineering; Finance; Liberal Arts; Marketing; Mathematics. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location.

CITICASTERS
One East Fourth Street, Cincinnati OH 45202. 513/562-8000. **Contact:** Suzanne Cook, Human Resources Director. **Description:** A holding company engaged primarily in the ownership and operation of television and radio stations. **Corporate headquarters location:** This Location. **Parent company:** Great American Communications Company's principal operations are conducted through its subsidiary, Great American Television and Radio Company, Inc., which owns and/or operates six network-affiliated television stations, 12 FM radio stations, and five AM radio stations. **Listed on:** NASDAQ. **Number of employees nationwide:** 1,300.

COMBINED TECHNOLOGIES
1211 West Sharon Road, Cincinnati OH 45240-2916. 513/595-5900. **Contact:** Human Resources. **Description:** A supplier of communications equipment. The company specializes in paging and two-way radio devices.

COMPUSERVE INC.
5000 Arlington Centre Boulevard, Columbus OH 43220. 614/457-8600. **Contact:** Judy Reinhard, Human Resources Director. **Description:** CompuServe Inc. provides business information and network communication services to large corporations, government agencies, and individual customers worldwide. **Common positions include:** Account Manager; Computer Programmer; Customer Service Representative; Field Service Engineer; Marketing Specialist. **Educational backgrounds include:** Business Administration; Communications; Computer Science; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Research and Development; Service. **Number of employees nationwide:** 2,200.

DISPATCH BROADCAST GROUP
770 Twin Rivers Drive, Columbus OH 43215. 614/460-3700. **Fax:** 614/460-2809. **Contact:** Human Resources Department. **Description:** Dispatch Broadcast Group is WBNS-TV and WBNS AM/FM in Columbus OH; and WTHR-TV in Indianapolis IN. **Common positions include:** Accountant/Auditor; Broadcast Technician; Electrical/Electronics Engineer; Radio/TV Announcer/Broadcaster; Reporter. **Educational backgrounds include:** Accounting; Art/Design;

Communications; Computer Science; Engineering; Marketing. **Benefits:** 401(k); Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Other U.S. locations:** Indianapolis IN. **Parent company:** The Dispatch Printing Company. **Operations at this facility include:** Administration; Sales. **Listed on:** Privately held. **Number of employees at this location:** 200. **Number of employees nationwide:** 400.

R.L. DRAKE COMPANY
230 Industrial Drive, Franklin OH 45005. 513/866-2421. **Contact:** Mr. William Benner, Director of Human Resources. **Description:** A major manufacturer of satellite receivers.

GTE SOUTH INC.
151 Martin Luther King, Lexington KY 40507. 606/253-4000. **Contact:** William Spears, Human Resources. **Description:** As part of GTE Telephone Operations, GTE South provides a wide variety of communications services ranging from local telephone services for the home and office to highly complex voice and data services for industry. GTE is one of the largest publicly-held telecommunications companies in the world, the largest U.S.-based local telephone company, and one of the largest cellular services provider in the United States. GTE is spread across 28 states, with large concentrations of customers in suburban and rural areas. In addition, GTE's affiliated telephone companies in Canada, the Dominican Republic, and Venezuela served 5.5 million access lines. Telephone Operations is presently undergoing a three-year re-engineering program. By the end of 1994, Telephone Operations had reduced its U.S. workforce to approximately 69,000 employees, a 23 percent reduction over the number of employees four years previous. This reduction is expected to continue as additional re-engineering programs are implemented. **Corporate headquarters location:** Stamford CT. **Number of employees at this location:** 1,100.

HOST COMMUNICATIONS, INC.
546 East Main Street, Lexington KY 40508. 606/226-4678. **Contact:** Georgetta McDaniel, Human Resources. **Description:** Host Communications, Inc. provides media and marketing services to universities, athletic conferences, and the National Collegiate Athletic Association. These services primarily include production, sales, and syndication of radio and television broadcasts of football and basketball games and coaches shows, publishing and printing of athletic programs, championship programs and magazines, and management of NCAA Corporate Partner Program. The company's sports services include five national radio broadcasts, one national NCAA magazine, and the nationally televised *NCAA Today* show on ESPN. Host communications, Inc. also manages the NCAA Corporate Partner Program which features blue chip companies. The direct marketing division of the company produces college home videos and pay-per-view of key college athletic events. Included in these products is the Historically Black Collegiate Coalition (HBCC), a collection of more than 20 historically black institutions. The company's Main Street Productions Division operates recording studios that are equipped to handle live broadcast productions and soundtracks for radio, video, and multi-range presentations. The company's publishing division produces 200 annual publications and NCAA basketball championship programs. The printing division of the company offers services including graphic design, typesetting and image assembly, and printing and binding. **Parent company:** Bull Run Corporation sold its mining operations in 1990 and has since become a diversified holding company with other subsidiaries including Gray Communications Systems, Inc. in Albany, Georgia and Datasouth Computer Corporation in Charlotte, North Carolina. **Corporate headquarters location:** This Location. **Listed on:** NASDAQ.

JACOR COMMUNICATIONS INC.
201 East 5th Street, Suite 1300, Cincinnati OH 45202. 513/621-1300. **Contact:** Human Resources Department. **Description:** A communications company.

THE KENTUCKY NETWORK
KENTUCKY EDUCATIONAL SERVICES
600 Cooper Drive, Lexington KY 40502. 606/258-7112. **Fax:** 606/258-7399. **Contact:** Ray Sullivan, Human Resources. **Description:** A broadcast network company. **Common positions include:** Electrical/Electronics Engineer; Human Resources Specialist; Production Worker. **Benefits:** Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Corporate**

headquarters location: This Location. **Operations at this facility include:** Administration; Regional Headquarters. **Number of employees at this location:** 260.

LUCENT TECHNOLOGIES
5151 Blazer Memorial Parkway, Dublin OH 43017. 614/764-5454. **Contact:** Human Resources Department. **Description:** A manufacturer of communication products including switching, transmission, fiber optic cable, wireless systems, and operations systems to supply the needs of telephone comapnies and other communications services providers. **Other U.S. locations:** Greensboro NC; Mesquite TX.

METROCOMM
50 West Broad Street, Suite M-18, Columbus OH 43215-3301. 614/221-9230. **Contact:** Human Resources. **Description:** A telecommunications equipment supplier. The company specializes in fiber-optic materials.

THE E.W. SCRIPPS COMPANY
SCRIPPS HOWARD, INC.
P.O. Box 5380, Cincinnati OH 45202. 513/977-3000. **Contact:** Robyn Hildal, Director of Human Resources. **Description:** The E.W. Scripps Company operates 19 daily newspapers, nine large market television stations, cable systems with 730,000 subscribers, two television production companies, a 24-hour cable channel, the Home and Garden Television Network, and United Media; a licenser and syndicator of news features and comics. **Common positions include:** Accountant/Auditor; Computer Systems Analyst; Human Resources Specialist; Payroll Clerk; Secretary. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Long-Term Care; Medical Insurance; Pension Plan; Savings Plan. **Corporate headquarters location:** This Location. **Other U.S. locations:** CA; Evansville IN; Knoxville TN; Memphis TN. **Listed on:** New York Stock Exchange. **Number of employees at this location:** 150. **Number of employees nationwide:** 8,200.

WARNER CABLE COMMUNICATIONS
11252 Cornell Park Drive, Cincinnati OH 45242. 513/489-5000. **Contact:** Leroy Peyton, Director of Human Resources. **Description:** A broadcasting and communications company.

XETRON CORPORATION
460 West Crescentville Road, Cincinnati OH 45246. 513/881-3254. **Contact:** Art Bush, Manager of Human Resources. **Description:** Engaged in the research and development of electronic communication systems. **Common positions include:** Accountant/Auditor; Electrical/Electronics Engineer; Financial Analyst; General Manager; Librarian; Mechanical Engineer; Operations/Production Manager; Software Engineer; Technical Writer/Editor. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Engineering; Finance; Liberal Arts. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Pittsburgh PA. **Parent company:** Westinghouse Electric. **Operations at this facility include:** Administration; Manufacturing; Research and Development; Sales; Service. **Listed on:** New York Stock Exchange. **Number of employees at this location:** 250.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

CABLE/PAY TELEVISION SERVICES

American Cable Entertainment
17 Wilson St, Mt Sterling KY
40353-1427. 606/498-3342.

Warner Cable Communications Inc.
400 Metro Place North, Dublin
OH 43017-3340. 614/792-7000.

COMMUNICATIONS EQUIPMENT

Cable Link Inc.
280 Cozzins St, Columbus OH
43215-2393. 614/221-3131.

Silent Watchman
2461 McGaw Rd, Columbus OH
43207-4594. 614/491-5200.

RADIO BROADCASTING STATIONS

Great Trails Broadcasting Corp.
717 E David Rd, Dayton OH
45429-5218. 513/294-3333.

WBRJ AM
233 Pennsylvania Ave, Marietta
OH 45750-1663. 614/373-0910.

WLQT FM
11 1 Dayton Ctr, Dayton OH
45402-2019. 513/331-5100.

WMOH AM
2081 Fairgrove Ave, Hamilton
OH 45011-1967. 513/863-1111.

WTKT AM
921 Beasley St, Lexington KY
40509-4119. 606/299-1103.

TELEPHONE COMMUNICATIONS

Actel Inc.
6059 Frantz Rd, Dublin OH
43017-3322. 614/766-5454.

Ameritech
300 W 1st St, Dayton OH 45402-
3077. 513/227-7400.

Ameritech
7201 Far Hills Ave, Dayton OH
45459-4206. 513/439-8100.

AT&T Business Services
1660 Seabreeze Ct, Dayton OH
45458-1786. 513/436-9677.

AT&T Company
4604 Salem Ave, Dayton OH
45416-1712. 513/278-7394.

Cable & Wireless Inc.
425 Metro Pl N, Dublin OH
43017-1367. 614/766-9119.

Call One
992 Hatch St, Cincinnati OH
45202-1536. 513/421-2020.

CTC Of Ohio
7973 Washington Woods Dr,
Dayton OH 45459-4026.
513/438-7400.

Dialamerica Marketing
700 Ackerman Rd, Columbus OH
43202-1559. 614/262-1214.

General Telephone Co. of Ohio
1315 Albert St, Portsmouth OH
45662-3534. 614/354-0678.

Goins Telecommunications Co.
815 N High St, Columbus OH
43215-1486. 614/299-0532.

GTE Telecom Marketing Corp.
1315 Albert St, Portsmouth OH
45662-3534. 614/354-0655.

ICG Access Services
130 W 2nd St, Dayton OH
45402-1504. 513/461-5150.

ICG Access Services
266 N 5th St, Columbus OH
43215-2604. 614/224-2004.

Infoserv Voice & Fax Telecom
84 N 20th St, Columbus OH
43203-1967. 614/221-2000.

LDM Long Distance Management
2333 Nicholasville Rd, Lexington
KY 40503-3008. 606/277-1996.

MCI Telecommunications Corp.
209 W 7th St, Cincinnati OH
45202-2308. 513/929-0057.

NMI
9476 Parkside Dr, Dayton OH
45458-3545. 513/436-0219.

Sprint
312 Plum St, Cincinnati OH
45202-2697. 513/723-4100.

Tel-Analys-It
905 Vine St, Cincinnati OH
45202-1105. 513/721-1707.

The Capitol Group
655 Eden Park Dr, Cincinnati OH
45202-6000. 513/381-4226.

USA Mobile Communications Holdings Inc.
11300 Cornell Park Dr,
Cincinnati OH 45242-1830.
513/489-0122.

Vibe Telecomm
6545 Iris Ave, Cincinnati OH
45213-1511. 513/531-1826.

TELEVISION BROADCASTING STATIONS

Bartlett Communications Ltd.
312 Walnut St, Cincinnati OH
45202-4024. 513/929-4000.

Citicable
801 Plum St, Cincinnati OH
45202-1927. 513/352-2484.

Miami Valley Broadcasting Corp.
1414 Wilmington Ave, Dayton
OH 45420-1543. 513/259-2111.

WBNS TV
770 Twin Rivers Dr, Columbus
OH 43215-1159. 614/460-3700.

WCMH
3165 Olentangy River Rd,
Columbus OH 43202-1518.
614/263-4444.

WCPO TV
500 Central Ave, Cincinnati OH
45202-2311. 513/721-9900.

WKON
600 Cooper Dr, Lexington KY
40502-2248. 606/258-7000.

WKYT TV
2851 Winchester Road,
Lexington KY 40509-9574.
606/299-0411.

WLEX TV
1065 Russell Cave Road,
Lexington KY 40505-3409.
606/255-4404.

WPBO TV
2400 Olentangy River Rd,
Columbus OH 43210-1027.
614/292-9678.

For more information on career opportunities in the communications industries:

Associations

PROMAX INTERNATIONAL
2029 Century Pk E, Ste 555, Los Angeles CA 90028.
310/788-7600. Fax: 310/788-7616. Ask for jobline.

INTERACTIVE SERVICES ASSOCIATION
8403 Colesville Road, Suite 865, Silver Springs MD
20910. 301/495-4955. World Wide Web address:
http://www.isa.net.

ACADEMY OF TELEVISION ARTS & SCIENCES
5220 Lankershim Boulevard, North Hollywood CA 91601. 818/754-2800. World Wide Web address: http://www.emmys.org.

AMERICAN WOMEN IN RADIO AND TELEVISION, INC.
1650 Tysons Boulevard, Suite 200, McLean VA 22102. 703/506-3290. A national, nonprofit professional organization of women and men who work in electronic media and related fields. Services include *News and Views*, a fax newsletter transmitted biweekly to members; Careerline, a national listing of job openings available to members only; and the AWRT Foundation, which supports charitable and educational programs and annual awards.

INTERNATIONAL TELEVISION ASSOCIATION
6311 North O'Connor Road, Suite 230, Irving TX 75309. 214/869-1112. World Wide Web address: http://www.itva.org. Membership required.

NATIONAL ASSOCIATION OF BROADCASTERS
1771 N Street NW, Washington DC 20036. 202/429-5300, ext. 5490. Fax: 202/429-5343. Provides employment information.

NATIONAL CABLE TELEVISION ASSOCIATION
1724 Massachusetts Avenue NW, Washington DC 20036-1969. 202/775-3651. Fax: 202/775-3695. A trade association. Publications include *Cable Television Developments*, *Secure Signals*, *Kids and Cable*, *Linking Up*, *Only on Cable*, and *Producers' Sourcebook: A Guide to Program Buyers*.

U.S. TELEPHONE ASSOCIATION
1401 H Street NW, Suite 600, Washington DC 20005-2136. 202/326-7300. World Wide Web address: http://www.usta.org. A trade association for local telephone companies.

Magazines

BROADCASTING AND CABLE
Broadcasting Publications Inc., 1705 DeSales Street NW, Washington DC 20036. 202/659-2340.

ELECTRONIC MEDIA
Crain Communications, 220 East 42nd Street, New York NY 10017. 212/210-0100.

COMPUTER HARDWARE, SOFTWARE, AND SERVICES

Hardware and software: Companies are starting to invest more in corporate technology after several years of lean spending. Network servers have been the hot business product recently, and that trend should continue through 1997. Expect the boom in big machines -- parallel computers, mainframes, and minicomputers -- to support a growing interest in online databases, accessing the Internet, and e-mail. PCs will remain the strongest part of the hardware market. The composition of the software industry is shrinking with many firms merging or acquiring others. Despite consolidation in the industry, and despite the crisis at Apple Computer, the overall number of software jobs is still rising.

What's hot on the market? Although it still accounts for a tiny percentage of software sales, Internet-related software -- and World Wide Web browsing software in particular -- is quickly transforming the industry. Analysts predict that sales of Internet software will double every year through at least 2000, and by then sales could hit $4 billion a year.

Services: Computer services professionals perform three activities: systems integration, custom programming, and consulting/training. Consulting and integration are the fastest-growing segments in computing due to the demand for networking. With more computer power available, more computer support will be needed.

ABB INDUSTRIAL SYSTEMS, INC.
650 Ackerman Road, Columbus OH 43202. 614/261-2000. **Contact:** John Cooper, Human Resources Director. **Description:** Manufactures computer-based systems. **Parent company:** Asea Brown Boveri Inc. is a supplier of industrial equipment and services for industries such as electric power generation, oil and gas exploration, and production and chemical refinement processing. **Number of employees nationwide:** 1,650.

ACCESS CORPORATION
4350 Glendale-Milford Road, Suite 250, Cincinnati OH 45242. 513/786-8350. **Contact:** Liz Forg, Personnel Administrator. **Description:** Access Corporation produces document storage and retrieval systems. **Common positions include:** Computer Programmer; Computer Systems Analyst. **Educational backgrounds include:** Computer Science. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Research and Development; Sales; Service.

ANALYSTS INTERNATIONAL CORPORATION (AiC)
471 East Broad Street, Suite 2001, Columbus OH 43215-3861. 614/224-6790. **Contact:** Dan Cook, Office Manager. **Description:** AiC is an international computer consulting firm. The company assists clients in developing systems in a variety of industries using different programming languages and software. This involves systems analysis, design, and development. **Corporate headquarters location:** Minneapolis MN. **Number of employees worldwide:** 2,700.

ANALYSTS INTERNATIONAL CORPORATION (AiC)
2365 Harrodsburg Road, Suite B450, Lexington KY 40504-3335. 606/223-0001. **Contact:** Corporate Recruiter. **Description:** AiC is an international computer consulting firm. The company assists clients in developing systems in a variety of industries using different programming languages and software. This involves systems analysis, design, and development. **Corporate headquarters location:** Minneapolis MN. **Number of employees worldwide:** 2,700.

CINCOM SYSTEMS, INC.
2300 Montana Avenue, Cincinnati OH 45211. 513/662-2300. **Contact:** Patricia A. Sledge, Senior Staffing and Placement. **Description:** Developer and marketer of software technologies in database management systems, application development, and manufacturing and financial applications. Cincom also provides text management and project management of IBM, Digital, Hewlett-Packard, UNIX, and other platforms. A privately held company. **Common positions include:** Computer Programmer; Computer Systems Analyst; Software Engineer. **Educational backgrounds include:** Computer Science; M.I.S. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Listed on:** Privately held.

COLE-LAYER-TRUMBLE COMPANY
3199 Klepinger Road, Dayton OH 45406. 513/276-5261. **Contact:** Becky McCoy, Human Resources Administrator. **Description:** Cole-Layer-Trumble creates computer systems for state and local government. **Common positions include:** Real Estate Appraiser. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Regional Headquarters; Research and Development; Sales; Service. **Listed on:** Privately held. **Number of employees at this location:** 100. **Number of employees nationwide:** 600.

COMPUTER IDENTICS CORPORATION
8190 Beechmont Avenue #337, Cincinnati OH 45255. 513/724-2828. **Fax:** 513/724-2859. **Contact:** Patricia Green, Human Resources. **Description:** Computer Identics Corporation is dedicated to providing data collection integrators with complete solutions including scanning components, networking, software tools, and support services. Customers are primarily involved in materials handling and factory automation environments, and include systems integrators, original equipment manufacturers, value-added resellers, and end users performing in-house system integration. Products and related services fall into four major categories: omnidirectional scanning systems, intelligent fixed position line scanners, data collection terminals, and networking products. Computer Identics' foreign subsidiaries are located in Canada, Belgium, England, France, and Germany. **Benefits:** 401(k). **Corporate headquarters location:** Canton MA. **Other U.S. locations:** Mission Viejo CA; San Jose CA; West Hartford CT; Roswell GA; Schaumburg IL; Southfield MI; Raleigh NC; Irving TX. **Listed on:** NASDAQ.

GRC INTERNATIONAL INC.
2940 Presidential Drive, Suite 390, Fairborn OH 45324. 513/429-7773. **Fax:** 513/429-7769. **Contact:** Eileen Rucano, Administrative Services. **E-mail address:** cjobs@grci.com. **World Wide Web address:** http://www.grci.com. **Description:** An international provider of knowledge-based professional services and technology-based product solutions to government and commercial customers. GRC International's activities encompass sophisticated telecommunications products, network systems analysis, and network software development operations for the commercial market. The company is involved in creating large-scale decision-support systems and software engineering environments; applying operations research and mathematical modeling to business and management systems; and implementing advanced database technology. GRC International also provides studies and analysis capabilities for policy development and planning; modeling and simulation of hardware and software used in real-time testing of sensor, weapon, and battlefield management command, control, and communication systems; and testing and evaluation. **NOTE:** Entry-level positions are offered. **Common positions include:** Aerospace Engineer; Computer Programmer; Computer Systems Analyst; Design Engineer; Electrical/Electronics Engineer; Industrial Engineer; Mechanical Engineer; MIS Specialist; Multimedia Designer; Operations/Production Manager; Software Engineer. **Educational backgrounds include:** Business

Administration; Computer Science; Engineering. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Profit Sharing; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Vienna VA. **Other U.S. locations:** Nationwide. **Operations at this facility include:** Regional Headquarters. **Listed on:** New York Stock Exchange. **Number of employees at this location:** 50. **Number of employees nationwide:** 1,400. **Number of employees worldwide:** 1,200.

INFORMATION DIMENSIONS, INC.
5080 Tuttle Crossing Boulevard, Dublin OH 43016. 614/761-8083. **Fax:** 614/761-7290. **Contact:** Mark Matson, Human Resources Manager. **Description:** Involved in document-management and text-retrieval systems.

LANSHARK SYSTEMS, INC.
784 Morrison Road, Columbus OH 43230. 614/751-1111. **Fax:** 614/751-1112. **Contact:** Scott Sharkey, President/CEO. **Description:** LANshark Systems, Inc. is a developer of LAN-based enterprise messaging software products. Products include mail and mail-enabled applications, network user applications, and network administration tools and utilities. LANshark is a leading third-party software developer in the Banyan VINES market and is diversifying its product line to include products for MAPI-1, OS/2, NT, Win'95, ENS for NT, HP/UX, Sun, and Macintosh. **Common positions include:** Computer Programmer; Computer Systems Analyst; Customer Service Representative; Management Trainee; Services Sales Representative; Software Engineer. **Educational backgrounds include:** Business Administration; Computer Science; Engineering; Marketing. **Benefits:** 401(k); Casual Dress; Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing; Regional Headquarters; Research and Development; Sales; Service. **Listed on:** Privately held. **Number of employees at this location:** 15. **Number of employees nationwide:** 20.

LEXMARK INTERNATIONAL, INC.
740 New Circle Road NW, Lexington KY 40511. 606/232-2379. **Contact:** Rebecca Cox, Employment Manager. **Description:** Develops, manufactures, and markets PC printers, typewriters, keyboards, and related supplies. **Common positions include:** Accountant/Auditor; Chemical Engineer; Chemist; Computer Programmer; Electrical/Electronics Engineer; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Marketing Specialist; Mechanical Engineer; Technical Writer/Editor. **Educational backgrounds include:** Accounting; Chemistry; Computer Science; Engineering; Finance; Marketing. **Benefits:** Dental Insurance; Employee Discounts; Medical Insurance; Savings Plan. **Corporate headquarters location:** Greenwich CT. **Other U.S. locations:** Boulder CO. **Operations at this facility include:** Manufacturing; Research and Development; Sales. **Number of employees at this location:** 4,000.

LIEBERT CORPORATION
A DIVISION OF EMERSON ELECTRIC
1050 Dearborn Drive, Columbus OH 43229. 614/888-0246. **Contact:** Mr. Terry E. Martin, Selection and Development. **Description:** A company specializing in support systems for computer rooms and related applications.

NCR CORPORATION
1700 South Patterson Boulevard, Dayton OH 45479-0001. 513/445-5000. **Fax:** 513/445-1330. **Contact:** Jeanne Bauer, Human Resources. **Description:** NCR Corporation is a worldwide provider of computer products and services to customers in all industries. The company provides computer solutions to three targeted industries: retail, financial, and communication. NCR Computer Systems Group develops, manufactures, and markets computer systems. NCR Financial Systems Group is an industry leader in three target areas: financial delivery systems, relationship banking data warehousing solutions, and payments systems/item processing. NCR Retail Systems Group is a world leader in end-to-end retail solutions serving the food, general merchandise, and hospitality segments. NCR Worldwide Services provides data warehousing services solutions; end-to-end networking services; and designing, implementing, and supporting complex open systems environments. NCR Systemedia Group develops, produces, and markets a complete line of

information products to satisfy customers' information technology needs including transaction processing media, auto identification media, business form communication products, managing documents and media, and a full line of integrated equipment solutions. NCR Corporation formerly operated as AT&T Global Information Solutions. **Common positions include:** Accountant/Auditor; Computer Programmer; Computer Systems Analyst; Electrical/Electronics Engineer; Human Resources Specialist; Industrial Production Manager; Mechanical Engineer. **Educational backgrounds include:** Accounting; Computer Science; Engineering; Finance; Marketing; Mathematics. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Other U.S. locations:** Nationwide. **Operations at this facility include:** Divisional Headquarters. **Listed on:** New York Stock Exchange. **Annual sales/revenues:** More than $100 million. **Number of employees at this location:** 4,500. **Number of employees nationwide:** 52,000. **Number of employees worldwide:** 38,000.

NCR SYSTEMEDIA GROUP
9095 Washington Church Road, Miamisburg OH 45342-4428. 513/439-8200. **Contact:** Human Resources. **Description:** NCR Systemedia Group develops, produces, and markets a complete line of information technology needs including transaction processing media, auto identification media, business form communication products, managing documents and media, and a full line of integrated equipment solutions. **Parent company:** NCR Corporation.

POMEROY COMPUTER RESOURCES
250 Grandview Drive, Suite 10, Fort Mitchell KY 41017. 606/282-7111. **Contact:** Kim Garner, Human Resources Manager. **Description:** Pomeroy Computer Resources sells, installs, and services microcomputers and microcomputer equipment primarily for business, professional, educational, and government customers. The company also derives revenue from customer support services, including network analysis and design, systems configuration, custom installation, training, maintenance, and repair. Pomeroy has five branch offices in Ohio, Kentucky, Tennessee, and Florida. The company was formed in 1992, and merged several months later with eight related businesses, five of which owned and operated franchises of ComputerLand Corporation in Ohio and Kentucky. **Common positions include:** Accountant/Auditor; Computer Programmer; Computer Systems Analyst; Purchasing Agent and Manager; Services Sales Representative; Software Engineer. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Marketing. **Benefits:** 401(k); Life Insurance; Medical Insurance; Profit Sharing. **Corporate headquarters location:** This Location. **Other U.S. locations:** Knoxville KY; Lexington KY; Cincinnati OH; Louisville OH; Kingsport TN; Nashville TN. **Subsidiaries include:** Xenas Multimedia. **Operations at this facility include:** Administration; Divisional Headquarters; Sales; Service. **Listed on:** NASDAQ. **Number of employees at this location:** 120. **Number of employees nationwide:** 450.

SCH (SOFTWARE CLEARING HOUSE, INC.)
895 Central Avenue, 11th Floor, Cincinnati OH 45202. 513/579-0455. **Fax:** 513/579-1064. **Contact:** Kent Allen, CFO. **Description:** SCH integrates, markets, and services horizontal software products to managers of medium to large Open Systems installations worldwide. SCH products address the needs of network management, distributed systems management (which includes systems administration, data center management, and tape management), connectivity, and integrated office automation. SCH is a worldwide distributor of software to Open Systems users, as well as to Unisys, AT&T, and AT&T/NCR proprietary communities. SCH has chosen to concentrate its product mix in four specific areas: distributed systems management, network management, connectivity, and integrated office automation. These products are complemented by an array of educational, consulting, and support services. **Common positions include:** Computer Programmer; Customer Service Representative; Marketing Specialist; Technical Representative; Technical Support Representative. **Educational backgrounds include:** Accounting; Art/Design; Business Administration; Communications; Liberal Arts; Marketing. **Benefits:** Disability Coverage; Life Insurance; Medical Insurance. **Corporate headquarters location:** This Location.

STRUCTURAL DYNAMICS RESEARCH CORPORATION

2000 Eastman Drive, Milford OH 45150. 513/576-2400. **Fax:** 513/576-2922. **Contact:** Derek Jackson, Manager of Employment. **Description:** An international supplier of mechanical computer-aided engineering (MCAE) software and engineering services. Structural Dynamics Research has 55 offices. **Common positions include:** Aerospace Engineer; Civil Engineer; Computer Programmer; Computer Systems Analyst; Mathematician; Mechanical Engineer; Software Engineer. **Educational backgrounds include:** Computer Science; Engineering; Mathematics. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Divisional Headquarters; Regional Headquarters; Research and Development; Sales; Service. **Listed on:** NASDAQ. **Number of employees at this location:** 1,000. **Number of employees worldwide:** 1,200.

XL CONNECT

8044 Montgomery Road, Suite 601, Cincinnati OH 45236. 513/792-4500. **Contact:** Human Resources. **Description:** XL Connect is one of the largest computer resellers in the United States in terms of sales. The company sells, installs, and services microcomputers, UNIX workstations, turnkey local and wide area network systems, computer software and peripheral products for business, professional, educational, and governmental customers. Future also offers a wide range of sophisticated customer support and consulting services, which carry higher gross margins than product sales and are the principal focus of the company's marketing strategy. The company currently operates 23 branch sales offices in 15 states. The company does not maintain any retail facilities.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

COMPUTER MAINTENANCE AND REPAIR

General Diagnostics Inc.
3600 Parkway Ln, Hilliard OH 43026-1281. 614/777-9434.

Ubex Corp.
885 Claycraft Rd, Blacklick OH 43004-9527. 614/759-4000.

COMPUTER PROCESSING AND DATA PREPARATION SERVICES

Automatic Data Processing
500 W 7th St, Cincinnati OH 45203-1594. 513/852-5200.

Cap Gemini America
10560 Ashview Pl, Cincinnati OH 45242-3751. 513/563-6622.

Computer Central Corp.
7748 Washington Village Dr, Dayton OH 45459-3953. 513/433-6050.

Computer Services Inc.
2347 Fortune Dr, Lexington KY 40509-4110. 606/299-6246.

Max-Tech Consultants Inc.
244 Julia Ave, Dayton OH 45405-5240. 513/278-1642.

Savings And Loan Data Corp.
PO Box 5412, Cincinnati OH 45201-5412. 513/381-9400.

United Totalisator
847 S Broadway St, Lexington KY 40504-2601. 606/259-0601.

COMPUTER SOFTWARE, PROGRAMMING, AND SYSTEMS DESIGN

3X Corporation
760 Lakeview Plaza Blvd, Columbus OH 43085-4734. 614/433-9406.

AGS Information Services Inc.
110 Boggs Ln, Cincinnati OH 45246-3144. 513/771-4554.

Auro Computer Systems
6820 Lauffer Rd, Columbus OH 43231-1623. 614/523-1733.

Bauer & Gramza
11780 Gable Glen Ln, Cincinnati OH 45249-2004. 513/563-7700.

Computer Associates
2600 Corporate Exchange Dr Ste 350, Columbus OH 43231. 614/895-1544.

Computer Business Solutions
5120 Old Springfield Rd, Springfield OH 45502-9320. 513/462-7047.

Computer Sciences Corp.
6680 Poe Ave, Dayton OH 45414-2579. 513/890-7700.

Computer Sciences Corp./Applied Technology
1628 Springfield St, Dayton OH 45403-1430. 513/476-3000.

Computer Support Group
3239 Harrison Ave, Cincinnati OH 45211-5601. 513/481-4636.

Control Software Group Inc.
3021 E Dublin Granville Rd, Columbus OH 43231-4031. 614/882-7422.

CSC Partners
255 E 5th St, Cincinnati OH 45202-4700. 513/768-4440.

Digital Insurance Systems Corp.
3455 Mill Run Dr, Hilliard OH
43026-9083. 614/771-5423.

DLB Software Consultants Inc.
5949 Brigids Close Dr, Dublin
OH 43017-3421. 614/793-9634.

Friendly Technology Inc.
4465 Bridgetown Rd, Cincinnati
OH 45211-4442. 513/598-4343.

Goal Systems International Inc.
7965 N High St, Columbus OH
43235-4631. 614/888-1775.

Hewlett-Packard
2365 Harrodsburg Rd, Lexington
KY 40504-3356. 606/223-5180.

IC Technologies Corp.
6400 Riverside Dr, Dublin OH
43017-5047. 614/798-1091.

Innovative Business Technology Inc.
7137 Shady Nelms Dr, Dublin
OH 43017-3024. 614/791-9055.

International Technegroup Inc.
5303 Dupont Cir, Milford OH
45150-2734. 513/576-3900.

MDIS Chess
12030 Snider Rd, Cincinnati OH
45249-1229. 513/489-8852.

Measurex Corp.
1280 Kemper Meadow Dr,
Cincinnati OH 45240-1632.
513/825-3931.

Mentor Information Inc.
1733 Harrodsburg Road,
Lexington KY 40504-3617.
606/231-0519.

Phillips Design
2726 Robert Ave, Cincinnati OH
45211-8116. 513/661-4494.

Reliable Office Machines
3318 Morse Rd, Columbus OH
43231-6136. 614/471-9027.

Schlumberger CAD/CAM Division
8790 Governors Hill Dr,
Cincinnati OH 45249-1374.
513/677-0072.

Sterling Software Inc.
PO Box 7160, Dublin OH 43017-
0760. 614/793-7000.

Storage Technology Corp.
1507 Wilmington Pike, Dayton
OH 45444-5000. 513/293-7391.

Symix Systems Inc.
2800 Corporate Exchange Dr,
Columbus OH 43231-1666.
614/523-7000.

Turner Systems Co.
3952 N Bend Rd, Cincinnati OH
45211-3521. 513/661-9011.

Ungermann-Bass Networks Inc.
36 E 7th St, Cincinnati OH
45202-4434. 513/684-4000.

Unlimited Solutions
400 Venture Dr, Lewis Center
OH 43035-9519. 614/798-5600.

User Technology Associates
4141 Colonel Glenn Hwy,
Dayton OH 45431-1662.
513/320-2292.

Wallace Computer Services
7800 Redsky Dr, Cincinnati OH
45249-1632. 513/489-2133.

Williams Computer Services
3709 Woodbine Ave, Cincinnati
OH 45211-4635. 513/481-7881.

COMPUTERS AND COMPUTER EQUIPMENT WHOLESALE

First Image
2365 Harrodsburg Rd, Lexington
KY 40504-3373. 606/224-3801.

IBM Corp.
580 Walnut St, Cincinnati OH
45202-3110. 513/762-2000.

Mid City Columbia Inc.
35 S Saint Clair St, Dayton OH
45402-2127. 513/223-3154.

NCR Corporation
805 Central Ave, Cincinnati OH
45202-1947. 513/852-7200.

Sarcom
600 Lakeview Plaza Blvd Ste B,
Worthington OH 43085-6720.
614/431-2228.

COMPUTERS AND RELATED EQUIPMENT

Entex Information Services Inc.
4281 Olympic Blvd, Erlanger KY
41018-3143. 606/371-9995.

Industrial Data Technology Corp.
173 Heatherdown Dr, Westerville
OH 43081-2869. 614/882-3282.

Intercomputer Communications
8230 Montgomery Rd, Cincinnati
OH 45236-2200. 513/745-0500.

MISC. COMPUTER RELATED SERVICES

CACI Inc.
3100 Presidential Dr, Fairborn
OH 45324-2039. 513/429-2771.

Donet
1427 Arbor Ave, Dayton OH
45420-1910. 513/256-7288.

GE Rental Lease
9639 Inter Ocean Dr, Cincinnati
OH 45246-1033. 513/870-4741.

Keane Inc.
4501 Erskine Rd, Cincinnati OH
45242-4727. 513/794-1400.

Saztes International
8741 Gander Creek Dr,
Miamisburg OH 45342-5435.
513/439-4321.

Wang Laboratories Inc.
414 Walnut St, Cincinnati OH
45202-3913. 513/786-8200.

For more information on career opportunities in the computer industry:

Associations

ASSOCIATION FOR COMPUTING MACHINERY
1515 Broadway, 17th Floor, New York NY 10036.
212/869-7440. World Wide Web address:
http://www.acm.org. Membership required.

INFORMATION TECHNOLOGY ASSOCIATION OF AMERICA
1616 North Fort Myer Drive, Suite 1300, Arlington
VA 22209. 703/522-5055. World Wide Web address:
http://www.itaa.org.

MULTIMEDIA DEVELOPMENT GROUP
2601 Mariposa Street, San Francisco CA 94110.

415/553-2300. Fax: 415/553-2403. E-Mail address: info@mdg.org. A nonprofit trade association dedicated to the business and market development of multimedia companies.

SOFTWARE PUBLISHERS ASSOCIATION
1730 M Street NW, Suite 700, Washington DC 20036. 202/452-1600. World Wide Web address: http://www.spa.org.

Magazines

COMPUTER-AIDED ENGINEERING
Penton Publishing, 1100 Superior Avenue, Cleveland OH 44114. 216/696-7000.

COMPUTERWORLD
IDG, 375 Cochituate Road, P.O. Box 9171, Framingham MA 01701-9171. 508/879-0700.

DATA COMMUNICATIONS
McGraw-Hill, 1221 Avenue of the Americas, New York NY 10020. 212/512-2000.

DATAMATION
Cahners Publishing, 275 Washington Street, Newton MA 02158. 617/964-3030.

IDC REPORT
International Data Corporation, Five Speen Street, Framingham MA 01701. 508/872-8200.

EDUCATIONAL SERVICES

Job prospects for college and university faculty, elementary school teachers, counselors, and education administrators should show moderate improvement throughout the '90s, although most of the openings will result from retirements. Among kindergarten and elementary school teachers, the best opportunities await those with training in special education. The employment outlook is also good for teacher aides, as many assist special education teachers, as school reforms call for more individual attention to students, and as the number of students who speak English as a second language rises. Adult education and secondary school teachers, and sports and physical fitness instructors and coaches are other occupations expected to grow faster than average.

CAPITAL UNIVERSITY
2199 East Main Street, Columbus OH 43209-2394. 614/236-6101. **Contact:** Bob Avers, Human Resources. **Description:** Capital University was founded in 1830 as a Lutheran seminary and chartered as a liberal arts university in 1850. Capital is organized into four undergraduate units: the College of Arts and Sciences, Conservatory of Music, School of Nursing, and an Adult Degree Program. Two graduate colleges, the Law and Graduate Center and the Graduate School of Administration, offer degrees in law and taxation, as well as a Master's in Business Administration. In addition, the School of Nursing offers a Master of Science in Nursing. The university offers six undergraduate degrees with more than 70 majors, as well as six graduate degrees to its approximately 3,820 students. Capital University is accredited by the North Central Association of Colleges and Secondary Schools.

CINCINNATI PUBLIC SCHOOLS
2651 Burnet Avenue, P.O. Box 5381, Cincinnati OH 45201-5381. 513/475-7000. **Contact:** Carolyn Nellon, Human Resources Director. **Description:** An area school district.

EASTERN KENTUCKY UNIVERSITY
Coates Box 24-A, Richmond KY 40475. 606/622-1324. **Contact:** Mr. Dale Lawrenz, Personnel Department. **Description:** A university.

FAYETTE COUNTY PUBLIC SCHOOLS
701 East Main Street, Lexington KY 40502. 606/281-0100. **Contact:** Ms. Anna Mack, Human Resources. **Description:** A school district.

FRANKLIN UNIVERSITY
201 South Grant Avenue, Columbus OH 43215-5399. 614/224-6237. **Contact:** Jeanette Maas, Human Resources Director. **Description:** Franklin University, located in downtown Columbus, has served Central Ohio and more than 20,000 alumni since 1902 when it began as a YMCA-sponsored School of Commerce. Most of the undergraduates are pursuing programs leading to degrees in accounting, management, finance and banking, marketing, computer science, engineering technology, nursing, employee assistance counseling, and applied communication. The university is accredited by the North Central Association of Colleges and Schools, the Technology Accreditation Commission of the Accreditation Board for Engineering and Technology, and the National League for Nursing. Franklin University is also affiliated with the American Institute for Foreign Study at Richmond College of London; Dohto University in Sapporo, Japan, and Mount Carmel College of Nursing in Columbus.

GEORGETOWN COLLEGE
400 East College Street, Georgetown KY 40324-9989. 502/863-8011. **Contact:** Kathy Wallace, Human Resources. **Description:** A private, four-year, Christian liberal arts college which also offers several pre-professional academic programs. The student body is made up of 1,200

undergraduates, and the student-teacher ratio is 15 to one. The degrees awarded by the college are Bachelor of Arts, including American Studies, Art, Communication Arts, Economics, European Studies, French, German, Information Systems, History, Mathematics, Music, Philosophy, Physical Education, Political Science, Psychology, Religion, Sociology, and Spanish; Bachelor of Science, including Accounting, Biological Sciences, Business Administration, Chemistry, Computer Science, Elementary Education, Engineering Arts, Environmental Science, Marketing and Finance, Mathematics, Medical Technology, Nursing Arts, Physical Education, Physics, and Recreation; and Pre-Professional and Dual Degree Programs, including Engineering, Nursing, Pre-Dental, Pre-Law, Pre-Medicine, Pre-Physical Therapy, Pre-Seminary, Pre-Veterinary, and Teacher Preparation. **NOTE:** Those applying for faculty positions should contact Dr. Charlie Boehms, Vice President of Academic Affairs.

MIAMI UNIVERSITY
2 Roudebush Hall, Oxford OH 45056. 513/529-3131. **Fax:** 513/529-4223. **Contact:** Personnel Department. **Description:** A university. **NOTE:** Miami University only accepts resumes for positions advertised in the local newspaper. The university does not accept unsolicited resumes. Please respond only to advertised openings. **Common positions include:** Accountant/Auditor; Architect; Biological Scientist/Biochemist; Computer Programmer; Computer Systems Analyst; Construction and Building Inspector; Construction Contractor and Manager; Cost Estimator; Counselor; Editor; Education Administrator; Electrician; Librarian; Library Technician; Physician; Psychologist; Restaurant/Food Service Manager; Science Technologist; Tailor; Technical Writer/Editor. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Liberal Arts. **Benefits:** 403(b); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Operations at this facility include:** Administration. **Number of employees at this location:** 2,263.

MOREHEAD STATE UNIVERSITY
Howell-McDowell Administration Building, Room 101, Morehead KY 40351. 606/783-2097. **Fax:** 606/783-5028. **Contact:** Michelle Hardin, Recruitment and Employment Manager. **Description:** A state university. **Common positions include:** Accountant/Auditor; Budget Analyst; Buyer; Clerical Supervisor; Computer Programmer; Computer Systems Analyst; Construction Contractor and Manager; Counselor; Editor; Education Administrator; Electrician; Human Resources Specialist; Librarian; Library Technician; Operations/Production Manager; Psychologist; Radio/TV Announcer/Broadcaster; Registered Nurse; Teacher; Technical Writer/Editor. **Educational backgrounds include:** Accounting; Art/Design; Biology; Business Administration; Chemistry; Communications; Computer Science; Economics; Engineering; Finance; Geology; Liberal Arts; Marketing; Mathematics; Physics. **Benefits:** Dental Insurance; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Service. **Number of employees at this location:** 920.

NORTHERN KENTUCKY UNIVERSITY
Personnel Services, Nunn Drive, Highland Heights KY 41099-8125. 606/572-5100 **Contact:** Lisa A. Horney, Employment Coordinator. **Description:** Northern Kentucky University is a diverse, metropolitan university offering 19 associate's degree programs, 51 bachelor's degree programs, five graduate degree programs, and a joint JD/MBA program. NKU offers opportunities to both traditional and non-traditional students. **Common positions include:** Accountant/Auditor; Administrator; Buyer; Computer Programmer; Counselor; Customer Service Representative; Department Manager; Editor; General Manager; Human Resources Specialist; Instructor/Trainer; Operations/Production Manager; Public Relations Specialist; Purchasing Agent and Manager; Reporter; Systems Analyst; Teacher; Technical Writer/Editor. **Educational backgrounds include:** Accounting; Art/Design; Biology; Business Administration; Communications; Computer Science; Economics; Finance; Geology; Liberal Arts; Marketing; Mathematics; Physics. **Benefits:** Daycare Assistance; Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Number of employees at this location:** 1,300.

OHIO STATE COLLEGE OF MEDICINE
370 West 9th Avenue, Meiling Hall, Room 255, Columbus OH 43210. 614/292-5674. **Contact:** Human Resources. **Description:** A state medical school.

OHIO STATE UNIVERSITY
Northwood High Building, 2231 North High Street, Columbus OH 43201. 614/292-9380. **Contact:** Employment Services. **Description:** A state university. **NOTE:** Applicants must call the jobline for current openings. This university does not accept unsolicited resumes. Please respond only to advertised openings. **Number of employees at this location:** 20,000.

OHIO UNIVERSITY
44 University Terrace, McKee House, Athens OH 45701. 614/593-1636. **Contact:** Employment. **Description:** A university.

SHAWNEE STATE UNIVERSITY
940 Second Street, Portsmouth OH 45662-4344. 614/354-3205. **Contact:** Human Resources. **Description:** Shawnee State General and Technical College, created from a merger of the Ohio University regional campus and Scioto Technical College, was chartered in 1975 and later became Shawnee State University in 1986. Shawnee State University prepares students for the changing needs of business, industry, education, and society through its diversified degree programs offered through the College of Arts and Sciences, College of Business, College of Engineering Technologies, College of Health Sciences, and the Center for Teacher Education. Shawnee State University is also accredited by the North Central Association of Colleges and Schools to offer baccalaureate and associate degrees and certificates.

SINCLAIR COMMUNITY COLLEGE
444 West Third Street, Dayton OH 45402. 513/226-2500. **Contact:** Patricia Whitney, Director of Human Resources. **Description:** A community college.

UNIVERSITY OF CINCINNATI
3333 Vine Street, 3rd Floor, Cincinnati OH 45220. 513/556-3702. **Contact:** Najiyyah Duncan, Director of Human Resources. **Description:** A university. **Common positions include:** Accountant/Auditor; Administrator; Architect; Architectural Engineer; Attorney; Biological Scientist/Biochemist; Biomedical Engineer; Counselor; Dietician/Nutritionist; Financial Analyst; Health Services Worker; Human Resources Specialist; Instructor/Trainer; Occupational Therapist; Physical Therapist; Statistician; Systems Analyst; Technical Writer/Editor. **Educational backgrounds include:** Accounting; Biology; Business Administration; Chemistry; Communications; Computer Science; Economics; Finance; Health Care. **Benefits:** Daycare Assistance; Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan. **Corporate headquarters location:** This Location. **Operations at this facility include:** Service. **Number of employees nationwide:** 20,000.

UNIVERSITY OF KENTUCKY
107 Scovell Hall, Lexington KY 40506-0064. 606/257-9555. **Fax:** 606/323-1075. **Recorded Jobline:** 606/257-3841. **Contact:** Human Resources. **E-mail address:** catskil@pop.uky.edu. **World Wide Web address:** http//www.uky.edu. **Description:** A state university founded in 1865 as a land-grant institution. Enrollment is more than 24,000. University of Kentucky has a graduate school and 16 academic colleges consisting of Arts and Sciences, Agriculture, Engineering, Business and Economics, Education, Human Environmental Sciences, Communications and Information Sciences, Social Work, Architecture, Fine Arts, Law, Medicine, Dentistry, Nursing, Allied Health Professions, and Pharmacy. UK Hospital, a 473-bed facility, cares for more than 21,000 inpatients yearly and is ranked as on eof the top 100 hospitals by *Modern Healthcare* magazine. Outpatient Care Services, through its Kentucky Clinic, records more than 331,000 visits annually. The university is designated a Research University of the First Class by the Carnegie Foundation, one of 59 public universities in the country and the only one in Kentucky to have earned this distinction. The 1,678-member, full-time faculty and the 1,130 faculty members of the state's 14 community colleges generate more than $100 million in grants, contracts, and gifts. **NOTE:** The university offers entry-level positions. **Common positions include:** Accountant/Auditor; Administrative Services Manager; Agricultural Engineer; Automotive

Mechanic/Body Repairer; Biological Scientist/Biochemist; Biomedical Engineer; Blue-Collar Worker Supervisor; Broadcast Technician; Budget Analyst; Buyer; Chemical Engineer; Chemist; Civil Engineer; Clerical Supervisor; Clinical Lab Technician; Computer Programmer; Computer Systems Analyst; Construction and Building Inspector; Construction Contractor and Manager; Cost Estimator; Customer Service Representative; Dental Assistant/Dental Hygienist; Dentist; Dietician/Nutritionist; Editor; Education Administrator; EEG Technologist; EKG Technician; Electrical/Electronics Engineer; Electrician; Financial Analyst; Geologist/Geophysicist; Health Services Manager; Human Resources Specialist; Internet Services Manager; Librarian; Licensed Practical Nurse; Materials Engineer; Mechanical Engineer; Medical Records Technician; Mining Engineer; MIS Specialist; Multimedia Designer; Occupational Therapist; Pharmacist; Physical Therapist; Psychologist; Public Relations Specialist; Radio/TV Announcer/Broadcaster; Recreational Therapist; Registered Nurse; Reporter; Restaurant/Food Service Manager; Social Worker; Sociologist; Speech-Language Pathologist; Statistician; Surgical Technician; Technical Writer/Editor; Typist/Word Processor; Video Production Coordinator. **Educational backgrounds include:** Accounting; Biology; Business Administration; Chemistry; Communications; Computer Science; Economics; Engineering; Finance; Geology; Health Care; Liberal Arts; Marketing; Physics. **Benefits:** 403(b); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Other U.S. locations:** Statewide. **Operations at this facility include:** Administration; Research and Development; Service. **Number of employees at this location:** 7,500. **Number of employees nationwide:** 10,000.

WRIGHT STATE UNIVERSITY

3640 Colonel Glenn Highway, 243 Allyn Hall, Dayton OH 45435. 513/873-2120. **Contact:** Joyce Carter, Assistant Vice President of Human Resources. **Description:** Wright State University is a metropolitan university that provides educational opportunities and community leadership to the 1.1 million residents of the Miami Valley metropolitan area. The university engages in a wealth of vigorous activity in teaching, research, and service. **Common positions include:** Accountant/Auditor; Administrator; Blue-Collar Worker Supervisor; Computer Programmer; Department Manager; Human Resources Specialist; Instructor/Trainer; Public Relations Specialist; Purchasing Agent and Manager; Systems Analyst; Teacher; Technical Writer/Editor. **Educational backgrounds include:** Accounting; Biology; Business Administration; Chemistry; Communications; Computer Science; Marketing. **Benefits:** Dental Insurance; Employee Discounts; Life Insurance; Medical Insurance; Tuition Assistance. **Operations at this facility include:** Education. **Number of employees at this location:** 2,300.

XAVIER UNIVERSITY

3800 Victory Parkway, Cincinnati OH 45207-2721. 513/745-3638. **Contact:** Kathleen Riga, Director of Personnel Services. **Description:** A university.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

BUSINESS, SECRETARIAL, AND DATA PROCESSING SCHOOLS

Columbus State Community College
550 East Spring Street, Columbus OH 43215-1722. 614/227-2698.

Logtec
2900 Presidential Drive, Fairborn OH 45324-6210. 513/429-2928.

Microage of Cincinnati
2475 Crowne Point Dr, Sharonville OH 45241-5407. 513/772-7753.

CHILD DAYCARE SERVICES

Biederman Educational Centers
2320 Grandview Dr, Covington KY 41017-1633. 606/344-8802.

Child Care Connections
616 North Limestone Street, Springfield OH 45503-4161. 513/323-4211.

Children's World Learning Center
245 West Elmwood Drive, Dayton OH 45459-4249. 513/439-0084.

Creative World Of Childcare
5011 Nebraska Ave, Dayton OH 45424-6125. 513/237-7498.

Kentucky Veterans Center Daycare
100 Veterans Dr, Wilmore KY 40390-9775. 606/858-2814.

Miami Valley Child Development Center
5280 Gardendale Avenue, Dayton OH 45427-2103. 513/854-3846.

Miami Valley Child Development Head Start
1400 S Dayton Lakeview Rd, New Carlisle OH 45344-2147. 513/849-0033.

North American Childcare
835 Thomas Ln, Columbus OH 43214-3905. 614/261-4847.

Ohio State University Child Care
2704 Defiance Drive, Columbus OH 43210-1022. 614/292-4453.

Special Touch Nursery
2236 Eastway Dr, Lexington KY 40503-1904. 606/277-3775.

Storytime Learning Centers
7100 Muirfield Dr, Dublin OH 43017-3807. 614/791-0050.

Strader Drive Head Start
1675 Strader Dr, Lexington KY 40505-4025. 606/233-7762.

Tri-County Community Action Agency
PO Box 350, Athens OH 45701-0350. 614/592-6601.

YMCA
111 West First Street, Dayton OH 45402-1107. 513/223-5201.

COLLEGES, UNIVERSITIES, AND PROFESSIONAL SCHOOLS

Antioch College
795 Livermore Street, Yellow Springs OH 45387-1607. 513/767-7331.

Asbury College
First Macklem Drive, Wilmore KY 40390-1198. 606/858-3511.

Cedarville College
PO Box 601, Cedarville OH 45314-0601. 513/766-2211.

Devry Institute of Technology
1350 Alum Creek Drive, Columbus OH 43209-2764. 614/253-7291.

Centre College
600 West Walnut Street, Danville KY 40422-1394. 606/238-5200.

College of Mount St. Joseph
5701 Delhi Rd, Cincinnati OH 45233-1672. 513/244-4200.

Denison University
PO Box F, Granville OH 43023-0607. 614/587-0810.

Kentucky State University
East Main Street, Frankfort KY 40601. 502/227-6000.

Marietta College
215 5th St, Marietta OH 45750-4033. 614/376-4643.

McGregor School-Antioch University
800 Livermore St, Yellow Springs OH 45387-1608. 513/767-6321.

Miami University Hamilton Campus
1601 Peck Boulevard, Hamilton OH 45011-3316. 513/863-8833.

Midway College
512 East Stephens Street, Midway KY 40347-1120. 606/846-4421.

Mount Vernon Nazarene College
800 Martinsburg Rd, Mount Vernon OH 43050-9500. 614/397-1244.

Muskingum College
Main St, New Concord OH 43762. 614/826-8211.

Ohio Dominican College
1216 Sunbury Rd, Columbus OH 43219-2099. 614/253-2741.

Ohio State University-Newark Campus
1179 University Dr, Newark OH 43055-1766. 614/366-3321.

Ohio State University-Marion Campus
1465 Mount Vernon Avenue, Marion OH 43203-1615. 614/389-2361.

Ohio University-Chillicothe Campus
PO Box 629, Chillicothe OH 45601-0629. 614/774-7200.

Ohio University-Lancaster Campus
1570 Granville Pike, Lancaster OH 43130-1037. 614/654-6711.

Ohio University Zanesville
1425 Newark Rd, Zanesville OH 43701-2624. 614/453-0762.

Transylvania University
300 North Broadway Street, Lexington KY 40508-1797. 606/233-8300.

University of Rio Grande
North College Street, Rio Grande OH 45674. 614/245-5353.

Urbana University
579 College Way, Urbana OH 43078-2091. 513/484-1301.

Wilberforce University
Brush Row Rd, Wilberforce OH 45384. 513/376-2911.

Wittenberg University
PO Box 720, Springfield OH 45501-0720. 513/327-6231.

ELEMENTARY AND SECONDARY SCHOOLS

Anderson High School
7560 Forest Rd, Cincinnati OH 45255-4307. 513/232-2772.

Bethel Tate Local School District
200B East Plane Street, Bethel OH 45106-1402. 513/734-2238.

Boone County School District
8330 US Highway 42, Florence KY 41042-9286. 606/283-1003.

Cambridge City School District
152 Highland Avenue, Cambridge OH 43725-2574. 614/439-5021.

Campbell County School District
101 Orchard Ln, Alexandria KY 41001-1223. 606/635-2173.

Carlisle Local School District
724 Fairview Dr, Franklin OH 45005-3148. 513/746-0710.

Centerville City School District
111 Virginia Ave, Centerville OH 45458-2249. 513/433-8841.

Centerville High School
500 East Franklin Street, Dayton OH 45459-5799. 513/439-3500.

Clay High School
2100 Fontaine Rd, Lexington KY 40502-2014. 606/269-3326.

Clermont County Office of Education
809 Eastgate South Drive, Cincinnati OH 45245-1564. 513/753-3114.

Columbus Academy
4300 Cherry Bottom Rd, Columbus OH 43230-1799. 614/475-2311.

Covington City School District
25 E 7th St, Covington KY 41011-2401. 606/292-5854.

Dayton City School District
348 W First St, Dayton OH 45402-3006. 513/461-3000.

Deer Park Community School District
8688 Donna Ln, Cincinnati OH 45236-1720. 513/891-0222.

Diocese of Covington Schools
PO Box 18548, Covington KY 41018-0548. 606/283-6230.

Dublin High School
6780 Coffman Rd, Dublin OH 43017-1099. 614/764-5900.

Dunbar High School
2222 Richley Dr, Dayton OH 45408-2597. 513/268-6893.

Dunbar High School
1600 Man O War Blvd, Lexington KY 40513-1500. 606/224-3140.

Edgewood School District
5005 Oxford State Road, Trenton OH 45067-9778. 513/863-4692.

Erlanger-Elsmere Independent School District
500 Graves Ave, Covington KY 41018-1620. 606/727-2009.

Fairborn City School District
306 E Whittier Ave, Fairborn OH 45324-5313. 513/878-3961.

Fairfield City School District
211 Donald Dr, Fairfield OH 45014-3006. 513/829-6300.

Fairfield Middle School
255 Donald Dr, Fairfield OH 45014-3085. 513/829-4433.

Finneytown Local School District
8916 Fontainebleau Ter, Cincinnati OH 45231-4806. 513/728-3700.

Forest Hills School District
7550 Forest Rd, Cincinnati OH 45255-4335. 513/231-3600.

Fort Thomas Independent School District
2356 Memorial Pkwy, Fort Thomas KY 41075-1577. 606/781-3333.

Franklin City School District
150 E 6th St, Franklin OH 45005-2555. 513/746-1699.

Gahanna-Jefferson City School District
160 South Hamilton Road, Columbus OH 43230-2919. 614/471-7065.

Goshen Local School District
6785 Goshen Rd, Goshen OH 45122-9317. 513/722-2222.

Greene County JVSD
2960 W Enon Rd, Xenia OH 45385-9505. 513/372-6941.

Hamilton County Superintendent Of Schools
11083 Hamilton Ave, Cincinnati OH 45231-1409. 513/742-2200.

Hamilton High School
1165 Eaton Ave, Hamilton OH 45013-1494. 513/868-7700.

Hamilton Local School District
4999 Lockbourne Rd, Columbus OH 43207-5072. 614/491-8044.

Heath City School District
107 Lancaster Dr, Heath OH 43056-1220. 614/522-2816.

Hilliard High School
5100 Davidson Rd, Hilliard OH 43026-9262. 614/771-2299.

Hughes Center
2515 Clifton Avenue, Cincinnati OH 45219-1003. 513/559-3000.

Indian Hill Village School District
6855 Drake Rd, Cincinnati OH 45243-2755. 513/561-5211.

Jessamine County Middle School
851 Wilmore Rd, Nicholasville KY 40356-9462. 606/885-5561.

Kenton County School District
20 Kenton Lands Rd, Covington KY 41018-1878. 606/344-8888.

Kettering Fairmont High School
3301 Shroyer Rd, Dayton OH 45429-2635. 513/296-7701.

Kings Local School District
5620 Columbia Road, Kings Mills OH 45034. 513/398-3776.

Knox County Board
11700 Upper Gilchrist Rd, Mount Vernon OH 43050-9215. 614/397-4656.

Lafayette High School
400 Reed Ln, Lexington KY 40503-1287. 606/281-0302.

Lakota High School
5050 Tylersville Rd, West Chester OH 45069-1093. 513/874-8390.

Lakota Local School District
5030 Tylersville Rd, West Chester OH 45069-1012. 513/874-5505.

Lancaster High School
1312 Granville Pike, Lancaster OH 43130-1098. 614/681-7500.

Lebanon City School District
25 Oakwood Ave, Lebanon OH 45036-1512. 513/932-0999.

Lincoln High School
140 S Hamilton Rd, Columbus OH 43230-2919. 614/478-5500.

Little Miami School District
5819 Morrow Rossburg Rd, Morrow OH 45152-9501 513/899-2264.

Lockland City School District
210 North Cooper Avenue, Cincinnati OH 45215-3011. 513/563-5000.

Loveland City School District
757 S Lebanon Rd, Loveland OH 45140-9308. 513/683-5600.

Mad River Local School District
801 Harshman Rd, Dayton OH 45431-1286. 513/259-6606.

Madeira City School District
7465 Loannes Dr, Cincinnati OH 45243-1851. 513/791-0016.

Madison Local School District
601 Hill St, Middletown OH 45042-1411. 513/420-4750.

Mariemont City School District
6743 Chestnut St, Cincinnati OH
45227-3600. 513/272-2722.

Marietta City School District
701 3rd St, Marietta OH 45750-
1801. 614/374-6500.

Mason County School District
PO Box 99, Maysville KY 41056-
0099. 606/564-5563.

Middletown City School District
1515 Girard Ave, Middletown
OH 45044-4364. 513/423-0781.

Middletown Senior High School
601 N Breiel Blvd, Middletown
OH 45042-3801. 513/420-4000.

Monroe Co. Superintendent of Schools
304 Mill St, Woodsfield OH
43793-1256. 614/472-5801.

Montgomery Co. Superintendent of Schools
451 W 3rd St, Dayton OH 45422-
0001. 513/225-4598.

Montgomery County JVSD
6800 Hoke Rd, Clayton OH
45315-8975. 513/837-7781.

Morgan Local School District
PO Box 509, McConnelsville OH
43756-0509. 614/962-2377.

Mount Healthy City School District
7615 Harrison Ave, Cincinnati
OH 45231-3107. 513/729-0077.

Nelson County School District
PO Box 2277, Bardstown KY
40004-5277. 502/349-7000.

New Richmond Village School District
212 Market St, New Richmond
OH 45157-1322. 513/553-2616.

Newark High School
314 Granville Rd, Newark OH
43055-4483. 614/345-9831.

Nicholas County School District
395 W Main St, Carlisle KY
40311-1058. 606/289-3770.

North College Hill School District
1498 West Galbraith Road,
Cincinnati OH 45231-5563.
513/931-8181.

North Fork Local School District
PO Box 497, Utica OH 43080-
0497. 614/892-3666.

Northmont City School District
4001 Old Salem Rd, Englewood
OH 45322-2681. 513/836-2601.

Northmont Senior High School
4916 National Rd, Clayton OH
45315-9714. 513/836-8605.

Northwest Local School District
3240 Banning Rd, Cincinnati OH
45239-5207. 513/923-1000.

Oak Hills Local School District
6479 Bridgetown Road,
Cincinnati OH 45248-2997.
513/574-3200.

Oak Hills Senior High School
3200 Ebenezer Rd, Cincinnati
OH 45248-4038. 513/922-2300.

Oakwood City School District
20 Rubicon Rd, Dayton OH
45409-2239. 513/297-5332.

Paint Valley School District
7454 US Route 50, Bainbridge
OH 45612. 614/634-2826.

Paris Independent School District
301 W 7th St, Paris KY 40361-
1438. 606/987-2160.

Pickaway-Ross County JVSD
895 Crouse Chapel Rd,
Chillicothe OH 45601-9009.
614/642-2550.

Pickerington High School
300 Opportunity Way,
Pickerington OH 43147-1296.
614/833-3025.

Princeton City School District
25 W Sharon Rd, Cincinnati OH
45246-4322. 513/771-8560.

Princeton High School
11080 Chester Rd, Cincinnati OH
45246-3898. 513/771-8470.

Reading Community School District
1301 Bonnell St, Cincinnati OH
45215-3322. 513/554-1800.

Scioto Valley Local School District
PO Box 600, Piketon OH 45661-
0600. 614/289-4456.

South Point Local School District
203 Park Ave, South Point OH
45680-9622. 614/377-4315.

Southwest Licking School District
PO Box 400, Kirkersville OH
43033-0400. 614/927-3941.

Southwest Local School District
230 S Elm St, Harrison OH
45030-1499. 513/367-4139.

Springboro Community City School District
270 W Central Ave, Springboro
OH 45066-3074. 513/748-3960.

Stebbins Senior High School
1900 Harshman Rd, Dayton OH
45424-5022. 513/237-4250.

Sycamore Community School District
4881 Cooper Rd, Cincinnati OH
45242-6902. 513/791-4848.

Sycamore High School
7400 Cornell Rd, Cincinnati OH
45242-3099. 513/489-0405.

Talawanda City School District
131 W Chestnut St, Oxford OH
45056-2619. 513/523-4716.

Tecumseh Local School District
9760 W National Rd, New
Carlisle OH 45344-9290.
513/845-3576.

Thomas Worthington High School
300 Granville Square,
Worthington OH 43085-3146.
614/431-6565.

Three Rivers School District
92 Cleves Ave, Cleves OH
45002-1368. 513/941-6400.

Tipp City School District
90 S Tippecanoe Dr, Tipp City
OH 45371-1139. 513/667-8444.

Trimble County School District
PO Box 275, Bedford KY 40006-
0275. 502/255-3201.

Trotwood-Madison City School District
444 S Broadway St, Trotwood
OH 45426-3327. 513/854-3050.

Upper Arlington High School
1650 Ridgeview Rd, Columbus
OH 43221-2997. 614/487-5200.

Upper Arlington School District
1950 North Mallway Drive,
Columbus OH 43221-4326.
614/487-5000.

Vandalia-Butler City School District
306 S Dixie Dr, Vandalia OH
45377-2128. 513/898-4618.

Walnut Hills High School
3250 Victory Pkwy, Cincinnati
OH 45207-1457. 513/569-5500.

Wayne High School
5400 Chambersburg Rd, Dayton
OH 45424-3798. 513/233-6431.

Wayne Local School District
659 Dayton Rd, Waynesville OH
45068-9503. 513/897-6971.

West Carrollton City School District
430 East Pease Avenue, Dayton
OH 45449-1357. 513/859-5121.

Western Brown Local School District
PO Box 455, Mount Orab OH
45154. 513/444-2044.

Western Hills High School
2144 Ferguson Rd, Cincinnati
OH 45238-3799. 513/244-8700.

Westerville North High School
950 County Line Rd, Westerville
OH 43081-1000. 614/895-6060.

Westerville South High School
303 S Otterbein Ave, Westerville
OH 43081-2397. 614/895-6040.

Westland High School
146 Galloway Rd, Galloway OH
43119-9401. 614/878-7217.

Winton Woods City School District
1215 W Kemper Rd, Cincinnati
OH 45240-1617. 513/825-5700.

Withrow High School
2488 Madison Rd, Cincinnati OH
45208-1200. 513/533-5700.

Woodward High School
7001 Reading Rd, Cincinnati OH
45237-3898. 513/758-1200.

Zanesville City School District
160 N 4th St, Zanesville OH
43701-3518. 614/454-9751.

JUNIOR COLLEGES AND TECHNICAL INSTITUTES

Cincinnati Technical College
3520 Central Pkwy, Cincinnati
OH 45223-2612. 513/569-1500.

Edison State Community College
1973 Edison Dr, Piqua OH
45356-9239. 513/778-8600.

Hocking Technical College
3301 Hocking Parkway,
Nelsonville OH 45764-9588.
614/753-3591.

ITT Technical Institute
3325 Stop 8 Rd, Dayton OH
45414-3425. 513/454-2267.

Miami University Middletown Campus
4200 N University Blvd,
Middletown OH 45042-3458.
513/424-4444.

Muskingum Area Technical College
1555 Newark Rd, Zanesville OH
43701-2694. 614/454-2501.

Ohio University Southern Campus
1804 Liberty Ave, Ironton OH
45638-2279. 614/533-4600.

MISC. SCHOOLS AND EDUCATIONAL SERVICES

Motivation Dynamics Tutoring
324 Henry Clay Blvd, Lexington
KY 40502-1024. 606/266-4444.

Sylvan Learning Center
1100 Eaton Ave, Hamilton OH
45013-1403. 513/896-9900.

VOCATIONAL SCHOOLS

Our Lady Of The Rosary School
116 1/2 North 3rd St, Bardstown
KY 40004-1542. 502/348-1338.

For more information on career opportunities in educational services:

Associations

AMERICAN ASSOCIATION OF SCHOOL ADMINISTRATORS
1801 North Moore Street, Arlington VA 22209-9988. 703/528-0700. Fax: 703/841-1543. An organization of school system leaders. Membership includes a national conference on education; programs and seminars; *The School Administrator*, a monthly magazine; *Leadership News*, a bi-monthly newspaper; *The AASA Professor*, a quarterly publication; and a catalog of other publications and audiovisuals.

AMERICAN FEDERATION OF TEACHERS
555 New Jersey Avenue NW, Washington DC 20001. 202/879-4400.

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
1233 20th Street NW, Suite 301, Washington DC 20036. 202/429-0311. World Wide Web address: http://www.jobweb.org/cuhrma.mtml. Membership required.

NATIONAL ASSOCIATION OF BIOLOGY TEACHERS
11250 Roger Bacon Drive, Suite 19, Reston VA 22090-5202. 703/471-1134. Toll-free number: 800/406-0775. Fax: 703/435-5582. E-mail address: nabter@aol.com. World Wide Web address: http://www.nabt.org. A professional organization for biology and life science educators.

NATIONAL ASSOCIATION OF COLLEGE ADMISSION COUNSELORS
1631 Prince Street, Alexandria VA 22314. 703/836-2222. An education association of secondary school counselors, college and university admission officers, and related individuals who work with students as they make the transition from high school to post-secondary education.

NATIONAL ASSOCIATION OF COLLEGE AND UNIVERSITY BUSINESS OFFICERS
1 DuPont Circle, Suite 500, Washington DC 20036. 202/861-2500. Association for those involved in the financial administration and management of higher education. Membership required.

NATIONAL SCIENCE TEACHERS ASSOCIATION
1840 Wilson Boulevard, Arlington VA 22201-3000. 703/243-7100. World Wide Web address: http://www.nsta.org. Organization committed to the improvement of science education at all levels, preschool through college. Publishes five journals, a newspaper, and a number of special publications. Also conducts national and regional conventions.

Books

ACADEMIC LABOR MARKETS
Falmer Press, Taylor & Francis Incorporated, 1900 Frost Road, Suite 101, Bristol PA 19007. 800/821-8312.

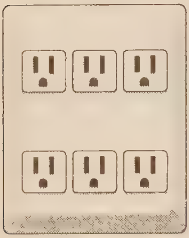
HOW TO GET A JOB IN EDUCATION
Adams Media Corporation, 260 Center Street, Holbrook MA 02343. 617/767-8100.

Directories

WASHINGTON HIGHER EDUCATION ASSOCIATION DIRECTORY
Council for Advancement and Support of Education, 11 DuPont Circle NW, Suite 400, Washington DC 20036 202/328-5900.

Visit our exciting job and career site at http://www.careercity.com

ELECTRONIC/INDUSTRIAL ELECTRICAL EQUIPMENT



Heading into 1996, industry analysts expect productivity in the fast-paced electronics industry to continue to spiral downward, even as the number of production workers in the industry levels off. Intense competition from overseas has companies cutting costs by sending labor-intensive operations to low-wage regions like the Far East and Mexico. On the other hand, the increased computerization of the industry is fueling the demand for highly trained, knowledgeable workers.

Semiconductor manufacturers, in particular, are growing steadily. Starting out the year, the Semiconductor Industry Association forecasted a growth rate of about 15 percent. The year actually came in at 26 percent. Factors spawning a high demand for semiconductors: a surging PC market, new information highway markets, and a stronger telecommunications and consumer electronics market.

AMETEK, INC./MARCH ELECTRIC DIVISION

P.O. Box 688, 725 Water Street, Cambridge OH 43725. 614/439-1392. **Contact:** Ed Labelle, Personnel Director. **Description:** Engaged in the manufacture of motors for the floor care industry. Nationally, AMETEK is a global manufacturing company which has grown, through a combination of acquisitions and internal growth, into a diversified company which serves a variety of industrial and commercial markets. The company produces and sells its products through its Electromechanical, Precision Instruments, and Industrial Materials groups. The Electromechanical Group has a leading market share in the production of electric motors for vacuum cleaners and floor care products, while technical motor products for computer, medical, and other markets is a growing business. The company operates 32 manufacturing facilities worldwide. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Human Resources Specialist; Industrial Engineer; Mechanical Engineer; Operations/Production Manager; Quality Control Supervisor. **Educational backgrounds include:** Engineering. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance; Vision Insurance. **Corporate headquarters location:** Paoli PA. **Other locations:** Italy, Denmark, England, and Mexico. **Operations at this facility include:** Manufacturing. **Listed on:** New York Stock Exchange. **Number of employees worldwide:** 6,000.

BARDES CORPORATION
ILSCO DIVISION

4730 Madison Road, Cincinnati OH 45227. 513/871-4000. **Contact:** Human Resources Department. **Description:** A producer of electrical components and equipment including connectors.

BASIC DISTRIBUTION CORPORATION

999 Kinnear Road, Columbus OH 43212. 614/481-8801. **Contact:** Linda Wright, Personnel Assistant. **Description:** Distributes electrical equipment. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Profit Sharing; Savings Plan. **Corporate headquarters location:** This Location. **Operations at this facility include:** Sales; Service. **Listed on:** Privately held. **Number of employees at this location:** 63.

CINCINNATI ELECTRONICS CORPORATION
7500 Innovation Way, Mason OH 45040. 513/573-6100. **Fax:** 513/573-6741. **Contact:** Danny Fisher, Personnel Director. **Description:** Cincinnati Electronics is a recognized leader in the design, development, production, and field support of sophisticated high-technology military electronic equipment. The company's current business areas include contract production, communications systems and equipment, electronic warfare systems, infrared systems, space electronics, and multimedia products. **Common positions include:** Electrical/Electronics Engineer; Mechanical Engineer; Software Engineer. **Educational backgrounds include:** Computer Science; Engineering. **Benefits:** 401(k); Disability Coverage; Life Insurance; Medical Insurance; Tuition Assistance. **Corporate headquarters location:** This Location. **Parent company:** Canadian Marconi. **Operations at this facility include:** Manufacturing; Research and Development. **Listed on:** Privately held. **Number of employees at this location:** 340.

CRYSTECO INC.
180 East Main Street, Wilmington OH 45177. 513/382-5555. **Fax:** 513/382-5555. **Contact:** Leora Stroup, Vice President of Human Resources. **Description:** A silicon wafer manufacturer. **Common positions include:** Ceramics Engineer; Chemical Engineer; Materials Engineer; Metallurgical Engineer. **Educational backgrounds include:** Computer Science; Physics. **Benefits:** 401(k); Disability Coverage; Life Insurance; Medical Insurance; Profit Sharing; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Manufacturing. **Listed on:** Privately held. **Number of employees at this location:** 280.

EG&G APPLIED MOUND TECHNOLOGIES
One Mound Road, P.O. Box 3000, Miamisburg OH 45343-3000. 513/865-4020. **Contact:** Kathleen Clary-Cooke, Senior Human Resources Representative. **Description:** An electronics company. **Parent company:** EG&G provides a variety of specialized scientific products and services to governmental and industrial customers for technical applications. Business activities are conducted in five major market segments: Instruments, which produces a wide range of mechanical, electronic, and electro-optical instruments used in industry and research; Components, which produces mechanical, electronic, and electro-optical instruments for technologically-based industries; Environmental & Biomedical Services, which provides specialized services in the environmental and health care fields, including research in energy and biology; Custom Services & Systems, which serves primarily government markets with technical and management services, energy-related research, custom hardware, and high-reliability electronic components for defense, space exploration, and environmental programs; and Department of Energy Support, which provides support to DOE programs in nuclear and non-nuclear energy, and in weapons development and testing.

HOLOPHANE
250 East Broad Street, Suite 1400, Columbus OH 43215. 614/224-3134. **Contact:** Art Folk, Human Resources. **Description:** A vertically-integrated manufacturer and marketer of lighting fixtures and systems for a variety of commercial, industrial, and outdoor uses. Holophane provides a range of standard and specialized fixtures for both inside and outside lighting. Typical sites include manufacturing facilities, warehouses, stores, shopping centers, schools, parking lots and garages, streets, and highways. Holophane also offers custom-designed solutions for more complicated projects including hazardous manufacturing sites, decorative lights, and emergency lighting systems. High-profile projects have included the chambers of the U.S. House of Representatives and Westminster Abbey.

KUHLMAN ELECTRIC CORPORATION
101 Kuhlman Boulevard, Versailles KY 40383. 606/873-8011. **Contact:** Bill Voss, Human Resources Manager. **Description:** A manufacturer of electrical transformers.

LSI INDUSTRIES INC.
10000 Alliance Road, Cincinnati OH 45242. 513/793-3200. **Contact:** Human Resources. **Description:** Manufactures a wide variety of indoor lighting equipment and commercial indoor lights. LSI Industries' products are used at many restaurants and gas stations.

LUCAS CONTROL SYSTEMS PRODUCTS
801 Scholz Drive, P.O. Box 427, Vandalia OH 45377. 513/898-3621. **Contact:** Linda Taylor, Manager of Human Resources. **Description:** Manufactures a line of electronic components for a variety of uses. **Parent company:** Lucas Automation and Control Engineering Inc.

MACAULAY-BROWN, INC.
3915 Germany Lane, Dayton OH 45431. 513/426-3421. **Fax:** 513/426-5364. **Contact:** Ken Simon, Senior Human Resources Manager. **Description:** A technical firm specializing in electronic warfare; electro-optic/infrared systems; software analysis; and systems support. **Common positions include:** Electrical/Electronics Engineer; Physicist/Astronomer; Systems Analyst. **Educational backgrounds include:** Computer Science; Engineering; Mathematics; Physics. **Benefits:** 401(k); Dental Insurance; Disability Coverage; ESOP; Life Insurance; Medical Insurance; Non-Smoking Environment; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** This Location. **Other U.S. locations:** FL; OH. **Operations at this facility include:** Analysis; Computer Modeling; Management Support; Testing. **Number of employees at this location:** 100. **Number of employees nationwide:** 117.

SIEMENS ENERGY & AUTOMATION, INC.
4620 Forest Avenue, Norwood OH 45212. 513/841-3100. **Contact:** John R. Hoover, Manager of Employee Relations. **Description:** Produces generators and motors for a variety of customers. **Common positions include:** Accountant/Auditor; Administrator; Branch Manager; Buyer; Credit Manager; Customer Service Representative; Department Manager; Draftsperson; Electrical/Electronics Engineer; General Manager; Human Resources Specialist; Industrial Designer; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Marketing Specialist; Mechanical Engineer; Operations/Production Manager; Public Relations Specialist; Purchasing Agent and Manager; Quality Control Supervisor; Transportation/Traffic Specialist. **Educational backgrounds include:** Accounting; Business Administration; Communications; Computer Science; Engineering; Finance; Marketing; Mathematics. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance.

SPAULDING LIGHTING
1736 Dreman Avenue, Cincinnati OH 45223. 513/541-3486. **Contact:** Human Resources. **Description:** Manufactures outdoor lighting equipment.

SQUARE D COMPANY
1601 Mercer Road, Lexington KY 40511. 606/243-8000. **Contact:** Randy Smith, Human Resource Manager. **Description:** A manufacturer of electrical distribution products for the construction industry. Products are used in commercial and residential construction, industrial facilities, and machinery, as well as original equipment manufacturers' products. Residential building products feature circuit breakers with an exclusive quick-open mechanism that isolates potential dangers quickly; and a complete home wiring system connecting multiple telephone lines, audio signals, and VCR, cable, or closed-circuit television. Owners of the home wiring system can transfer different audio or video signals to different rooms, monitor callers at entrances, keep an eye on children from another room, broadcast music, or set wake-up calls. Square D also has a new Home Power System which reduces installation times and cuts labor costs. In office developments, hotels, restaurants, retail shops, and other businesses, Square D provides products ranging from parking lot gate controls and uninterrupted power systems for personal computers to space-saving remote-controlled lighting and custom circuit breaker panel boards. Square D also equips public buildings such as schools, stadiums, museums, hospitals, prisons, military bases, and wastewater treatment plants with electrical distribution systems. **Corporate headquarters location:** Palatine IL.

SQUARE D COMPANY
5735 College Corner Road, Oxford OH 45056-9715. 513/523-4171. **Contact:** Mr. Pat McPhillips, Human Resources Manager. **Description:** Since its start in 1903, Square D, a global 500 company puts electricity to work to protect people, facilities, and equipment. The company's industrial control and electrical distribution products, systems, and services are used worldwide in industrial facilities, commercial, and residential construction, and original equipment manufacturers' products. Square D's worldwide operations encompass field sales and service offices, manufacturing and warehousing facilities, joint ventures and strategic alliances, and a network of

more than 2,200 electrical distributors in North America, Latin America, Europe, Australia, and the Far East. The business of Square D is divided into three sectors: electrical distribution, industrial control, and international.

TEXAS INSTRUMENTS, INC.
300 North Main Street, Versailles KY 40383. 606/873-2600. **Fax:** 606/873-2623. **Contact:** Human Resources Manager. **Description:** This location manufactures pressure switches, thermostats, electronics, and sensors. One of the world's largest suppliers of semiconductor products that are the core of today's electronic equipment. In 1954, the company commercialized the silicon transistor and, in 1958, created the first integrated circuit. Texas Instrument's defense electronics business is a leading supplier of avionics, infrared, and weapons guidance systems to the U.S. Department of Defense and U.S. allies. The company is also a technology leader in high-performance notebook computers and model-based software development tools. TI sensors monitor and regulate pressure and temperature in products ranging from automobiles to air-conditioning systems. **Corporate headquarters location:** Dallas TX. **Number of employees at this location:** 750.

THOMSON CONSUMER ELECTRONICS/RCA-GE
24200 U.S. Route 23 South, P.O. Box 512, Circleville OH 43113. 614/474-8821. **Contact:** Ms. Karma Zoss, Manager of Employment. **Description:** Produces glass products for use in color television picture tubes. **Common positions include:** Blue-Collar Worker Supervisor; Ceramics Engineer; Electrical/Electronics Engineer; Mechanical Engineer; Operations/Production Manager; Quality Control Supervisor. **Educational backgrounds include:** Business Administration; Engineering. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Other U.S. locations:** Indianapolis IN. **Operations at this facility include:** Manufacturing. **Parent company:** RCA-GE.

UNITED TECHNOLOGIES/ESSEX GROUP
P.O. Box 2158, Zanesville OH 43701. 614/452-2781. **Contact:** Tom Mineo, Director of Human Resources. **Description:** Produces electrical components for use in a variety of engines. **Parent company:** United Technologies Corporation, provides high-technology products and support services to customers in the aerospace, building, military, and automotive industries worldwide. Products include large jet engines, temperature control systems, elevators and escalators, helicopters, and flight systems. The company markets its products under a variety of brand names including Carrier, Hamilton Standard, Otis, Pratt & Whitney, and Sikorsky. Production facilities are located in the U.S., Latin America, Mexico, Canada, Australia, Europe, and Asia.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

ELECTRIC LIGHTING AND WIRING EQUIPMENT

Abolite Lighting
10000 Alliance Rd, Cincinnati OH 45242-4706. 513/793-8875.

Capitol Manufacturing Co.
1501 West Main Street, West Jefferson OH 43162-9627. 614/879-8379.

Connector Manufacturing Co.
3501 Symmes Rd, Hamilton OH 45015-1369. 513/860-4455.

GE Co-GE Lighting Division
559 E Ohio St, Circleville OH 43113-2036. 614/477-5200.

Holophane Co. Inc.
PO Box 3004, Newark OH 43058-3004. 614/349-4117.

North American Philips Corp.
700 North 2nd Street, Richmond KY 40475-1260. 606/623-3424.

Osram Sylvania Inc.
416 E Washington St, Winchester KY 40391. 606/744-3464.

Osram Sylvania Inc.
900 Tyrone Pike, Versailles KY 40383-1323. 606/873-5411.

Phillips Lighting Corp.
320 Valksdahl Avenue, Danville KY 40422-1373. 606/236-3100.

Stanley Electric US Co. Inc.
420 East High Street, London OH 43140-9501. 614/852-5200.

Trojan Inc.
198 Trojan Street, Mount Sterling KY 40353-8000. 606/498-0526.

Vanner Weldon Inc.
4282 Reynolds Dr, Hilliard OH
43026-1260. 614/771-2718.

ELECTRICAL ENGINE EQUIPMENT

Electro-Wire
461 Industrial Park Rd,
Campbellsburg KY 40011-7582.
502/532-7371.

Hitachi Automotive Products Inc.
955 Warwick Rd, Harrodsburg
KY 40330-1067. 606/734-9451.

Navistar International Transportation
1570 Muzzy Rd, Urbana OH
43078-9604. 513/653-2755.

ELECTRICAL EQUIPMENT WHOLESALE

Basic Distribution Corp.
707 Slocum St, Lancaster OH
43130-2456. 614/653-9231.

Battery One-Stop
1475 Upper Valley Pike,
Springfield OH 45504-4047.
513/322-7559.

Becker Electrical Supply
3825 Business Park Dr,
Columbus OH 43204-5007.
614/272-8800.

Browning Manufacturing Division/Emerson Electric
1301 Miller Williams Road,
Eaton OH 45320-8507. 513/456-6275.

Challenger Electrical Equipment
4015 Executive Park Dr,
Cincinnati OH 45241-4014.
513/563-9380.

Elgee Electric Supply
440 S Hamilton Rd, Columbus
OH 43213-4052. 614/866-0123.

FD Lawrence Electric Co.
801 S Vandemark Rd, Sidney OH
45365-8959. 513/498-2104.

Fox Technology Inc.
4518 Taylorsville Rd, Dayton OH
45424-2440. 513/236-3591.

JG Engraving Co.
5945 Ridge Ave, Cincinnati OH
45213-1659. 513/351-3515.

Square D Co. Power Systems Analyst Group
2365 Harrodsburg Rd, Lexington
KY 40504-3342. 606/224-1914.

ELECTRICAL EQUIPMENT, MACHINERY, AND SUPPLIES

Cooper Power Systems Inc.
5114 Blazer Pkwy, Dublin OH
43017-1339. 614/761-0939.

Deutsch Co.
74 N Orange St, Xenia OH
45385-2838. 513/372-9310.

Solidstate Controls Inc.
875 Dearborn Dr, Columbus OH
43085-1596. 614/846-7500.

Stanford Electric of Richmond
505 S Keeneland Dr, Richmond
KY 40475-3233. 606/624-8282.

ELECTRICAL INDUSTRIAL APPARATUS

Premier Engineered Products
PO Box 559, Winchester KY
40392-0559. 606/744-7122.

ELECTRONIC COMPONENTS AND ACCESSORIES

American Matsushita Electric Corp.
1400 W Market St, Troy OH
45373-9258. 513/339-6300.

Cabletron Systems Inc.
1603 S 3rd St, Ironton OH 45638-2268. 614/533-0483.

Clippard Instrument Lab Inc.
7390 Colerain Ave, Cincinnati
OH 45239-5396. 513/521-4261.

CMI Technologies Inc.
5200 Fields Ertel Rd, Cincinnati
OH 45249-8231. 513/247-4141.

Desco Corp.
150 E Campus View Blvd,
Columbus OH 43235-8603.
614/888-8855.

Donotech Electronic Manufacturing Inc.
Kendall Springs Road,
Owingsville KY 40360. 606/674-6319.

Electronic Assembly Corp.
701 S Keeneland Dr, Richmond
KY 40475-3237. 606/624-0204.

Lytton Inc.
1784 Stanley Ave, Dayton OH
45404-1149. 513/898-9800.

Nippert Co.
801 Pittsburgh Dr, Delaware OH
43015-3812. 614/363-1981.

Sealtron Inc.
9705 Reading Rd, Cincinnati OH
45215-3515. 513/733-8400.

Sensotec Inc.
1200 Chesapeake Ave, Columbus
OH 43212-2237. 614/486-7723.

SMC Inc.
680 Bizzell Dr, Lexington KY
40510-1003. 606/253-3066.

Standex Electronics
4538 Camberwell Rd, Cincinnati
OH 45209-1155. 513/871-3777.

Sumitomo Sitix Silicon Inc.
537 Grandin Rd, Maineville OH
45039-9762. 513/583-2600.

ELECTRONIC PARTS AND EQUIPMENT WHOLESALE

Alcatel Network Systems
4822 Saint Andrews Cir,
Westerville OH 43082-8247.
614/523-0482.

Allied Electronics
777 Dearborn Park Ln,
Worthington OH 43085-5716.
614/785-1270.

Emerson EMC
1365 N Park Ave, Cincinnati OH
45215-2107. 513/771-9804.

GE Co.
Rix Mills Rd, New Concord OH
43762. 614/826-7611.

MCM Electronics
650 Congress Park Dr,
Centerville OH 45459-4000.
513/434-0031.

PSI Services Inc.
11815 Highway Drive,
Sharonville OH 45241-2064.
513/769-3621.

SWITCHGEAR AND SWITCHBOARD APPARATUS

Power & Control Systems Co.
10 Pittsburg Ave, Mount Vernon
OH 43050-3941. 614/397-5021.

TRANSFORMERS

Cin-Tran Inc.
8950 Rossash Rd, Cincinnati OH
45236-1210. 513/793-1100.

Foster Transformer Co.
3820 Colerain Avenue, Cincinnati
OH 45223-2586. 513/681-2420.

Kuhlman Corp.
5 Warwick Ln, Frankfort KY
40601-3859. 502/695-7700.

For more information on career opportunities in the electronic/industrial electrical equipment industry:

Associations

AMERICAN CERAMIC SOCIETY
735 Ceramic Place, Westerville OH 43081. 614/890-4700. 800/837-1804. Provides ceramics futures information. Membership required.

ELECTROCHEMICAL SOCIETY
10 South Main Street, Pennington NJ 08534-2896. 609/737-1902. Fax: 609/737-2743. World Wide Web address: http://www.electrochem.org. An international society which holds bi-annual meetings internationally and periodic meetings through local sections. Publications include the monthly *Journal of the Electrochemical Society* and the quarterly *Interface*.

ELECTRONIC INDUSTRIES ASSOCIATION
2500 Wilson Boulevard, Arlington VA 22201-3834. 703/907-7500. World Wide Web address: http://www.eia.org.

ELECTRONICS TECHNICIANS ASSOCIATION
602 North Jackson Street, Greencastle IN 46135. 317/653-8262. Offers published job-hunting advice from the organization's officers and members. Also offers educational material and certification programs.

INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS (IEEE)
345 East 47th Street, New York NY 10017. 212/705-7900. Toll-free customer service line: 800/678-4333. World Wide Web address: http://www.ieee.org.

INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS (IEEE)
1828 L Street NW, Suite 1202, Washington DC 20036-5104. Professional activities line: 202/785-0017. National information line: 202/785-2180.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
1125 15th Street NW, Washington DC 20005. 202/833-7000. Has over 1,000 apprenticeship programs.

INTERNATIONAL SOCIETY OF CERTIFIED ELECTRONICS TECHNICIANS
2708 West Berry Street, Ft. Worth TX 76109. 817/921-9101.

NATIONAL ELECTRONICS SALES AND SERVICES ASSOCIATION
2708 West Berry, Ft. Worth TX 76109. 817/921-9061. Provides newsletters and directories to members.

SOCIETY OF MANUFACTURING ENGINEERS (SME)
One SME Drive, P.O. Box 930, Dearborn MI 48121. 313/271-1500. Offers a resume database for members.

Visit our exciting job and career site at http://www.careercity.com

ENVIRONMENTAL AND WASTE MANAGEMENT SERVICES

According to the Environmental Protection Agency, the increase in environmental awareness over recent decades is more than just a trend. State and national legislation, such as the 1990 amendments to the Clean Air Act, have generated a new range of opportunities in skilled administrative, professional, and technical areas. However, the most critical positions needing to be filled are for scientists and engineers. These two groups develop new solutions to old problems, and therefore are instrumental in the research and development stages.

On the other hand, the current climate in the Congress is significantly cooler towards environmental regulation than in years past. Many members of Congress argue that American business is already overburdened by the Federal government, and some propose that the Environmental Protection Agency itself be disbanded.

ADDINGTON RESOURCES, INC.
771 Corporate Drive, Suite 1000, Lexington KY 40503 606/223-3824. **Contact:** Norm Cornett, Human Resources. **Description:** Engaged in waste collection, recycling, and disposal, as well as mining. **Common positions include:** Accountant/Auditor; Chemist; Construction Contractor and Manager; Operations/Production Manager. **Educational backgrounds include:** Accounting; Business Administration; Chemistry; Engineering. **Benefits:** 401(k); Life Insurance; Medical Insurance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Regional Headquarters; Sales. **Number of employees at this location:** 50. **Number of employees nationwide:** 350.

ENVIRONMENTAL ENTERPRISES
4650 Spring Grove Avenue, Cincinnati OH 45232-1920. 513/541-1823. **Contact:** Human Resources. **Description:** An environmental services firm. The company is primarily engaged in the disposal of hazardous and non-hazardous wastes.

HILL TOP RESEARCH
P.O. Box 429501, Cincinnati OH 45242. 513/831-3114. **Contact:** Jayne Williamson, Human Resources Director. **Description:** An environmental testing facility.

LAIDLAW ENVIRONMENTAL SERVICE
4350 Edgewyn Avenue, Hilliard OH 43026-1221. 614/876-1168. **Contact:** Personnel. **Description:** An environmental firm involved primarily in commercial environmental waste disposal.

MID-AMERICA WASTE SYSTEMS
P.O. Box 156, Canal Winchester OH 43110. 614/833-9155. **Contact:** Personnel. **Description:** A non-hazardous solid waste management business. **Number of employees nationwide:** 925.

RMT INC.
5890 Sawmill Road, Suite 100, Dublin OH 43017-1591. 614/793-0026. **Contact:** Human Resources. **Description:** A company involved in remedial work and environmental management. RMT Inc. builds landfills and tests soil, land, and groundwater.

For more information on career opportunities in environmental and waste management services:

Associations

AIR & WASTE MANAGEMENT ASSOCIATION
One Gateway Center, Third Floor, Pittsburgh PA 15222. 412/232-3444. World Wide Web address: http://www.awma.org. A nonprofit, technical and educational organization providing a neutral forum where all points of view of an environmental management issue can be addressed.

ASSOCIATION OF STATE & INTERSTATE WATER POLLUTION CONTROL ADMINISTRATORS
750 First Street NE, Suite 910, Washington DC 20002. 202/898-0905. Fax: 202/898-0929. World Wide Web address: http://www.deq.state.la.us/asiwspca/welcome. A national, nonpartisan professional organization comprised of government officials. Members implement surface and groundwater protection programs throughout the nation.

ENVIRONMENTAL INDUSTRY ASSOCIATION
4301 Connecticut Avenue NW, Suite 300, Washington DC 20008. 202/244-4700.

INSTITUTE OF CLEAN AIR COMPANIES
1707 L Street NW, Suite 570, Washington DC 20036. 202/457-0911-4201. A national association of companies involved in stationary source air pollution control.

WATER ENVIRONMENT FEDERATION
601 Wythe Street, Alexandria VA 22314. 703/684-2400. World Wide Web address: http://www.wef.org. Subscription to jobs newsletter required for career information.

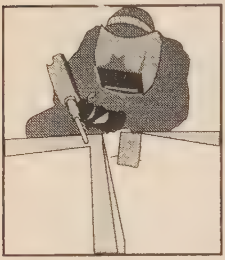
Magazines

ENVIRONMENTAL CAREER OPPORTUNITIES
1776 I Street NW, Suite 710, Washington DC 20006. A publication that lists career opportunities in the environmental fields. $67 for 12 issues; $127 for 26 issues.

JOURNAL OF AIR AND WASTE MANAGEMENT ASSOCIATION
One Gateway Center, Third Floor, Pittsburgh PA 15222. 412/232-3444.

Visit our exciting job and career site at http://www.careercity.com

FABRICATED/PRIMARY METALS AND PRODUCTS



In 1995, the demand for steel dropped from 114 million to 110 million tons, and executives in the industry weren't expecting a turnaround in '96. While the price of structural beams rose, the price for flat-rolled steel -- used in automobiles, for example -- plummeted. Unfortunately, in early 1995, the industry was undergoing a boom in minimill-construction. These new mills may add more capacity to an already glutted market.

AK STEEL CORPORATION
MIDDLETOWN WORKS
1801 Crawford Street, Middletown OH 45043. 513/425-6405. **Fax:** 513/425-6247. **Contact:** Michael Lehman, Senior Human Resources Representative. **Description:** An industrial manufacturer producing flat-rolled steels for the automotive, appliance, and construction industries. **Common positions include:** Electrical/Electronics Engineer; Maintenance Supervisor; Mechanical Engineer; Metallurgical Engineer; Production Manager. **Educational backgrounds include:** Engineering; Liberal Arts. **Benefits:** Dental Insurance; Medical Insurance. **Corporate headquarters location:** This Location. **Other U.S. locations:** Ashland KY. **Operations at this facility include:** Administration; Manufacturing; Sales. **Listed on:** New York Stock Exchange. **Number of employees nationwide:** 6,000.

AMCAST INDUSTRIAL CORPORATION
7887 Washington Village Drive, P.O. Box 98, Dayton OH 45401. 513/291-7000. **Fax:** 513/291-7005. **Contact:** Joseph S. Koczeniak, Director of Compensation/Benefits. **Description:** A manufacturer of technology-intensive metal products; flow control products marketed through national distribution channels; and engineered components for OEMs. Amcast services the aerospace, construction, automotive, and general industrial market segments. **Common positions include:** Accountant/Auditor; Budget Analyst; Credit Manager; Financial Analyst; Human Resources Specialist; Human Service Worker; Typist/Word Processor. **Educational backgrounds include:** Accounting; Business Administration; Finance. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** This Location. **Other U.S. locations:** Nationwide. **Operations at this facility include:** Administration; Divisional Headquarters. **Listed on:** NASDAQ. **Stock Exchange Symbol:** AIZ. **Annual sales/revenues:** More than $100 million. **Number of employees at this location:** 40. **Number of employees nationwide:** 2,500.

ARMCO, INC.
703 Curtis Street, Middletown OH 45043. 513/425-5000. **Contact:** Human Resources. **Description:** AK Steel dates to 1899, when the enterprise was founded in Middletown OH, as the American Rolling Mill Company. Later known as Armco, it was one of the world's first steel producers to convert pig iron and scrap into finished building products in one continuous operation. Pittsburgh-based Armco, Inc., is a producer of flat-rolled carbon, stainless and electrical steels, and other steel and fabricated products engineered for applications including automotive and appliance manufacturing. Specialty flat-rolled steel products include chrome stainless, specialty stainless sheet and strip, and electrical steel. Other steel and fabricated products include flat-rolled carbon and galvanized steels, snow plows, light truck equipment, and tubular products. Recently, a joint oil well venture in Texas has entered Armco into the market of chemical, oil, and gas. Operations are conducted in Pennsylvania, Ohio, Wisconsin, Maine, Texas, and Tennessee.

ARMCO, INC.
ADVANCED MATERIALS DIVISION
1724 Linden Avenue, Zanesville OH 43701-1520. 614/452-6321. **Contact:** Jerry Hall, Personnel Manager. **Description:** A processor of steel and related metals products for a variety of industrial applications.

BUCKEYE STEEL CASTINGS
2211 Parsons Avenue, Columbus OH 43207. 614/444-2121. **Contact:** Mary Jones, Human Resources Director. **Description:** A primary metals company. **Common positions include:** Accountant/Auditor; Customer Service Representative; Design Engineer; Electrical/Electronics Engineer; Industrial Engineer; Manufacturing Engineer; Mechanical Engineer; Metallurgical Engineer; Sales Representative; Structural Engineer.

THE BURNHAM FOUNDRY
2345 Licking Road, P.O. Box 2398, Zanesville OH 43702-2398. 614/452-9371. **Contact:** Steve Bailey, Manager of Human Resources. **Description:** Engaged in the production of grey and ductile iron products through foundry facilities. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Buyer; Chemist; Computer Programmer; Customer Service Representative; Electrical/Electronics Engineer; General Manager; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Manufacturer's/Wholesaler's Sales Rep.; Marketing Specialist; Mechanical Engineer; Metallurgical Engineer; Operations/Production Manager; Quality Control Supervisor. **Educational backgrounds include:** Accounting; Business Administration; Chemistry; Computer Science; Engineering; Finance; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Corporate headquarters location:** Lancaster PA. **Parent company:** The Burnham Corporation. **Operations at this facility include:** Divisional Headquarters. **Number of employees at this location:** 300.

CAST-FAB TECHNOLOGIES INC.
3040 Forrer Street, Cincinnati OH 45209. 513/758-1000. **Contact:** Human Resources. **Description:** A foundry and fabricated metals company.

COPPERWELD MIAMI DIVISION/MIAMI INDUSTRIES
P.O. Box 912, Piqua OH 45356. 513/773-5353. **Contact:** John Tretock, Personnel Director. **Description:** A producer of fabricated metal pipe fittings and related pipe products. **Parent company:** MSL Industries Inc.

ELKEM METALS COMPANY
P.O. Box 299, Marietta OH 45750. 614/374-1000. **Contact:** Tom Zakowski, Manager of Human Resources. **Description:** Engaged in the production of a variety of metals products including chrome and alloys. **Common positions include:** Metallurgical Engineer. **Corporate headquarters location:** Oslo, Norway. **Other U.S. locations:** Niagara Falls NY; Ashtabula OH; Pittsburgh PA; Alloy WV. **Parent company:** Elkem a/s. **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing. **Listed on:** London Stock Exchange. **Number of employees at this location:** 579. **Number of employees nationwide:** 1,200.

GENERAL CABLE COMPANY
4 Tesseneer Drive, Highland Heights KY 41076. 606/572-8000. **Contact:** Human Resources. **Description:** A large manufacturer of cable wire. The company's business units include the Electrical Group, the Telecommunications and Electronics Group, the Consumer Products Group, and the Manufacturing Group. The Electrical Group operates under the business units General Cable/Guardian, which manufactures and distributes a full line of copper building wire, tray cable, power cable, and other cable products; Carol Cable Electrical, which manufactures industrial, power, and mining cable, control cable, THHN building wire, entertainment cable, rubber portable cord, and cordsets insulated with plastic and thermosetting compounds; and Capital Wire and Cable, which manufactures insulated wire and cable using both aluminum and copper conductors. The Telecommunications and Electronics Group operates under the business units Outside

Products, which markets wire and cable designed for use in the outside plant network; Premise Products, which manufactures wire products that support the central office and commercial premise markets; and Electronics, which manufactures computer and control cables, IBM cabling products, ethernet, coaxial, twin axial, and fire alarm cables. The Consumer Products Group operates under the business units Carol Cable, which manufactures extension cords, portable lights, and home office power supplies; General/Capital Wire Retail, which sells building wire to the retail market; and the OEM Engineered Cordsets Division, which manufactures cord and cordsets for data processing equipment, tools, floor care products, and other appliances. The Manufacturing Group provides specialized support and expertise in the areas of purchasing, transportation, engineering, labor relations, manufacturing, and environmental and safety support. **Corporate headquarters location:** This Location.

GENERAL CASTINGS COMPANY
550 Liberty Road, Delaware OH 43015. 614/363-1941. **Contact:** Human Resources. **Description:** Manufactures iron castings for a wide range of industry applications.

DAVID J. JOSEPH COMPANY
A SUBSIDIARY OF SHV NORTH AMERICA
300 Pike Street, Cincinnati OH 45202. 513/345-4413. **Contact:** Lisa LeSuer, Employment Manager. **Description:** A domestic broker of ferrous and nonferrous scrap metals that provide an essential link between the sources of scrap and the industries that use it. **Educational backgrounds include:** Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Listed on:** Privately held. **Number of employees nationwide:** 700.

KIRK & BLUM MANUFACTURING COMPANY
3120 Forrer Street, Cincinnati OH 45209. 513/351-1400. **Contact:** Joan Seeger, Personnel Director. **Description:** A manufacturer of a line of industrial metals products, including ventilation equipment.

LAU
2027 Home Avenue, Dayton OH 45417. 937/263-3591. **Contact:** Human Resources Director. **Description:** Engaged in the fabrication of metal components for the heating, ventilation, and air conditioning industry. **Common positions include:** Accountant/Auditor; Aerospace Engineer; Blue-Collar Worker Supervisor; Buyer; Customer Service Representative; Draftsperson; Human Resources Specialist; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor. **Educational backgrounds include:** Business Administration; Engineering; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** This Location. **Other U.S. locations:** Indianapolis IN; Lebanon IN. **Parent company:** Tomkins Industries. **Operations at this facility include:** Administration. **Listed on:** NASDAQ. **Number of employees nationwide:** 700.

METAL FORGE COMPANY
5555 Parkcenter Circle, Dublin OH 43017-3585. 614/764-1413. **Contact:** Kelley Burke, Human Resources Department. **Description:** Metal Forge, a division of the industrial technology sector of General Signal, is a manufacturer of cold-forged solid and tubular metal components and assemblies for automobiles and bicycles. **Parent company:** General Signal's principal business lies in process controls which service process industries including chemical, petroleum, and mineral processing. Other divisions of the industrial technology sector include GFI Genfare in Elk Grove Village IL, a manufacturer of electronic fareboxes, turnstiles and vending equipment, and GS Telecom Group in Mount Laurel NJ, a manufacturer of data communications network management systems, diagnostic equipment, and performance monitoring and test equipment for telecommunications networks.

NEWPORT STEEL CORPORATION
9th & Lowell Streets, Newport KY 41072. 606/292-6829. **Contact:** Steve Schultz, Manager of Human Resources. **Description:** A producer of steel pipe, sheet metal, and plate steel. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Chemist; Department Manager; Electrical/Electronics Engineer; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Purchasing Agent and Manager. **Educational backgrounds include:** Accounting; Engineering; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** This Location. **Parent company:** NS Group. **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing; Sales. **Listed on:** New York Stock Exchange. **Number of employees at this location:** 725.

ROSS ALUMINUM FOUNDRIES
815 North Oak Avenue, P.O. Box 609, Sidney OH 45365. 513/492-4134. **Contact:** Debra J. Mentges, Personnel Manager. **Description:** A producer of aluminum castings and related products for a variety of end uses. **Benefits:** Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** Cincinnati OH. **Parent company:** Eagle-Picher Industries, Inc. **Operations at this facility include:** Manufacturing.

STEELCRAFT
9017 Blue Ash Road, Cincinnati OH 45242. 513/745-6400. **Contact:** John Herrick, Personnel Manager. **Description:** A fabricated metals company.

STOLLE/ALUMINUM COMPANY OF AMERICA
1501 Michigan Street, Sidney OH 45365. 513/492-1111. **Contact:** John La Fever, Personnel Director. **Description:** Engaged in a variety of metal processing activities, including assembly, polishing, and forming.

TRINITY INDUSTRIES
11861 Mosteller Road, Cincinnati OH 45241. 513/771-2300. **Contact:** Personnel Department. **Description:** A producer of plate and metal boiler equipment and related items.

WORTHINGTON INDUSTRIES, INC.
1205 Dearborn Drive, Columbus OH 43085. 614/438-3210. **Contact:** Ike Kelley, Director of Personnel. **Description:** Worthington manufactures cold-rolled steel products, steel casting, pressure cylinders, and custom plastic and precision metal components for a variety of end users and original equipment manufacturers. The processed steel division provides products for industrial customers in the appliance, machinery, communications, electronic, and automotive markets. Custom plastics are produced for automotive, appliance, lawn equipment, and home-building applications. Castings are sold to the transportation, construction, defense, and petroleum-drilling markets. **Corporate headquarters location:** This Location. **Listed on:** NASDAQ.

XOMOX CORPORATION
4444 Cooper Road, Cincinnati OH 45242. 513/745-6000. **Contact:** Nick Powell, Human Resources Manager. **Description:** Produces pipe fittings, valves, and related products.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

ALUMINUM

Kaiser Aluminum/Chemical Corp.
1459 Hebron Road, Heath OH 43056-1005. 614/522-0300.

ALUMINUM FOUNDRIES

Bean & Co. Morris
777 East Hyde Road, Yellow Springs OH 45387-9726. 513/767-7301.

COATING, ENGRAVING, AND ALLIED SERVICES

Sherwin Williams Co.
PO Box 800, Richmond KY 40476-0800. 606/624-1240.

Smith Steelite
530 N 2nd St, Cambridge OH 43725-1214. 614/432-7351.

Sun Manufacturing
107 Industrial Rd, Williamstown KY 41097-9502. 606/824-5004.

DIE-CASTINGS

Francis Manufacturing Co. Inc.
2200 Russia Versailles Rd, Russia OH 45363-9705. 513/526-4551.

Yoder Die Casting Corp.
727 Kiser St, Dayton OH 45404-1645. 513/222-6734.

ELECTRO-METALLURGICAL PRODUCTS

Globe Metallurgical Inc.
PO Box 157, Beverly OH 45715-0157. 614/984-2361.

FABRICATED METAL PRODUCTS

Cast-Fab Technologies Inc.
3040 Forrer St, Cincinnati OH 45209-1016. 513/758-1000.

EGI-Greenville
5260 S State Route 49, Greenville OH 45331-1036. 513/548-1623.

LB Manufacturing Co.
325 Commerce Dr, Mount Vernon OH 43050-4643. 614/397-8943.

Magnetic Specialty Inc.
707 Gilman St, Marietta OH 45750-2763. 614/373-1558.

Parker-Hannifin Corp.
3885 Gateway Blvd, Columbus OH 43228-9747. 614/279-7070.

FABRICATED STRUCTURAL METAL PRODUCTS

American Buildings Co.
5100 Waynesville Jamestown Rd, Jamestown OH 45335-1542. 513/675-9031.

American Wire Products Inc.
616 Industrial Park, Frankfort KY 40601-8684. 502/695-0070.

Bishopric Inc.
8044 Montgomery Rd, Cincinnati OH 45236-2923. 513/791-6699.

Chemineer Inc.
PO Box 1123, Dayton OH 45401-1123. 513/454-3200.

Kinro Inc.
3540 Vance Rd, Dayton OH 45418-2939. 513/268-6877.

McGill Corp.
One Mission Park, Groveport OH 43125-1149. 614/836-9981.

Miami Carey Corp.
PO Box 275010, Cincinnati OH 45227-5010. 513/539-8441.

Mound Steel Corp.
25 Mound Park Dr, Springboro OH 45066-2402. 513/748-2937.

Reynolds Metals Co.
One Reynolds Rd, Ashville OH 43103. 614/983-2571.

Rittal Corp.
One Rittal Pl, Springfield OH 45504. 513/399-0500.

Roll Forming Corp.
PO Box 369, Shelbyville KY 40066-0369. 502/633-4435.

Ruscilli Construction Co. Inc.
2041 Arlingate Ln, Columbus OH 43228-4107. 614/876-9484.

Seal-Tite
120 Moore Rd, Hillsboro OH 45133-8523. 513/393-4268.

Southern Ohio Fabricators Inc.
10333 Wayne Ave, Cincinnati OH 45215-1198. 513/771-1600.

Steelox Systems Inc.
1629 US Highway 35 SE, Washington Court House OH 43160-9301. 614/335-4650.

United McGill Corp. Sheet Metal Division
2400 Fairwood Ave, Columbus OH 43207-2708. 614/443-5520.

FABRICATED WIRE PRODUCTS

Alcatel Canada Wire
2615 East Highway 146, La Grange KY 40031-9153. 502/222-9415.

AMG Industries Inc.
200 Commerce Dr, Mount Vernon OH 43050-4661. 614/397-4044.

General Cable Corp.
1381 Bypass North, Lawrenceburg KY 40342-9457. 502/839-6983.

Georgetown Cable And Assembly
PO Box 476, Georgetown KY 40324-0476. 502/863-0936.

IRON AND STEEL FOUNDRIES

Clow Water Systems Corp.
PO Box 479S, Coshocton OH 43812-0479. 614/622-6651.

Fisher Cast Steel Products Inc.
12 East Town Street, West Jefferson OH 43162-1210. 614/879-8325.

Gartland Haswell Foundry
430 Park St, Sidney OH 45365-1344. 513/492-4131.

Grede Foundries
PO Box 220, Cynthiana KY 41031-0220. 606/234-1704.

Griffin Wheel Co.
3900 Bixby Rd, Groveport OH 43125-9510. 614/836-2323.

Hamilton Foundry & Machine Co.
200 Industrial Dr, Harrison OH 45030-1491. 513/367-6900.

Intermet Ironton Iron Inc.
2520 South 3rd Street, Ironton OH 45638-2639. 614/532-0009.

McGraw/Kokosing Inc.
4701 Oxford State Rd, Middletown OH 45044-8922. 513/422-4521.

Mid America Foundry & Machine Inc.
910 Ety Rd NW, Lancaster OH 43130-8818. 614/653-6792.

OS Kelly Co.
318 E North St, Springfield OH 45503-4298. 513/322-4921.

Sawbrook Steel Castings Co.
425 Shepherd Avenue, Cincinnati OH 45215-3114. 513/554-1700.

METAL FASTENERS

Amanda Bent Bolt Company
PO Box 1027, Logan OH 43138-4027. 614/385-9380.

Hillman Fastener Corp.
10590 Hamilton Ave, Cincinnati
OH 45231-1764. 513/851-4900.

METAL FORGINGS

Harris Thomas Drop Forge Co.
1400 E First St, Dayton OH
45403-1099. 513/253-3152.

Metal Forge
291 Marconi Blvd, Columbus OH
43215-2314. 614/224-2271.

METAL STAMPINGS

Brown Corp. of Waverly Inc.
611 W 2nd St, Waverly OH
45690-9701. 614/947-7763.

International Fineblanking Corp.
2350 Dryden Rd, Dayton OH
45439-1736. 513/294-2711.

Jefferson Industries Corp.
6670 State Route 29, W Jefferson
OH 43162-9677. 614/879-5300.

Kratz-Wilde Machine Co. Inc.
1512 Russell St, Covington KY
41011-3359. 606/261-7551.

Ohio Stamping & Machine Inc.
1305 Innisfallen Ave, Springfield
OH 45506-1827. 513/322-3880.

Wren Industries Inc.
265 Lightner Rd, Tipp City OH
45371-9228. 513/667-4403.

NONFERROUS ROLLING AND DRAWING OF METALS

Magnode Corp.
400 E State St, Trenton OH
45067-1549. 513/988-6351.

Magnode Sales
200 Alamo Rd, Middletown OH
45042-3645. 513/424-2067.

Ohio Valley Aluminum Co.
1100 Brooks Industrial Rd,
Shelbyville KY 40065-9197.
502/633-2783.

SCREW MACHINE PRODUCTS

Acme Screw Products Corp.
PO Box 135, Alpha OH 45301-
0135. 513/426-4676.

SMELTING AND REFINING OF NONFERROUS METALS

Alcan Rolled Products
302 Mayde Rd, Berea KY 40403-
9778. 606/986-2347.

STEEL PIPE AND TUBES

Bundy Corp.
495 Old Chillicothe Rd SE,
Washington Court House OH
43160-9053. 614/335-3033.

Bundy Tubing
PO Box 100, Cynthiana KY
41031-0100. 606/234-2340.

STEEL SHEET, STRIP, AND BARS

North American Stainless
6870 Highway 42 W, Ghent KY
41045-8451. 502/347-6000.

STEEL WORKS, BLAST FURNACES, AND ROLLING MILLS

AK Steel Corp.
8790 Govrnrs Hill Dr, Loveland
OH 45140. 513/683-5300.

Benjamin Steel Co. Inc.
423 York St, Springfield OH
45505-2198. 513/325-5593.

Gallatin Steel Co.
RR 1 Box 42, Ghent KY 41045-
9803. 606/567-3100.

Gulf States Steel Inc.
6253 Hollowwood Circle,
Loveland OH 45140-9112.
513/683-5355.

Inland Steel Co.
1036 Cedar Brook Drive, Villa
Hills KY 41017-4454. 606/344-
0079.

New Boston Coke Corp.
PO Box 3128, New Boston OH
45662-1828. 614/456-4154.

Southern Ohio Fabricators Inc.
PO Box 115, Batavia OH 45103-
0115. 513/732-6033.

Worthington Steel Co.
350 Lawton Ave, Monroe OH
45050-1216. 513/539-9291.

WHOLESALE METALS SERVICE CENTERS AND OFFICES

Atek Metals Center Inc.
9944 Princeton Glendale Rd,
Cincinnati OH 45246-1116.
513/874-3490.

Berwick Steel Co. Inc.
5677 Alshire Rd, Columbus OH
43232-4703. 614/866-1338.

Heygo Metals Inc.
1108 Hayes Ave, Hamilton OH
45015-2024. 513/844-8899.

Kaiser Aluminum & Chemical Corp.
Main Gate, Newark OH 43056.
614/522-0300.

Southwestern Ohio Steel
PO Box 148, Hamilton OH
45012-0148. 513/896-2700.

Southwestern Ohio Steel
1701 Made Dr, Middletown OH
45044-8939. 513/423-9011.

Steel Technologies Inc.
196 Shawnee Dr, Eminence KY
40019-1414. 502/845-4202.

For more information on career opportunities in the fabricated/primary metals and products industries:

Associations

ASM INTERNATIONAL: THE MATERIALS INFORMATION SOCIETY
Materials Park OH 44073. 800/336-5152. World Wide Web address: http://www.asm-intl.org. Gathers, processes, and disseminates technical information to foster the understanding and application of engineered materials.

AMERICAN FOUNDRYMEN'S SOCIETY
505 State Street, Des Plaines IL 60016. 847/824-0181.

AMERICAN WELDING SOCIETY
550 LeJeune Road NW, Miami FL 33126. 305/443-9353. World Wide Web address: http://www.amweld.org.

Directories

DIRECTORY OF STEEL FOUNDRIES IN THE UNITED STATES, CANADA, AND MEXICO
Steel Founder's Society of America, 455 State Street, Des Plaines IL 60016. 847/299-9160.

Magazines

AMERICAN METAL MARKET
25 7th Avenue, New York NY 10019. 212/887-8580.

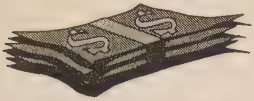
IRON AGE NEW STEEL
191 South Gary, Carol Stream IL 60188. 708/462-2285.

IRON & STEEL ENGINEER
Association of Iron and Steel Engineers, Three Gateway Center, Suite 2350, Pittsburgh PA 15222. 412/281-6323.

MODERN METALS
625 North Michigan Avenue, Suite 2500, Chicago IL 60611. 312/654-2300.

Visit our exciting job and career site at http://www.careercity.com

FINANCIAL SERVICES



You can't get much better than 1995. The stock market soared throughout the year, boosting business at brokerage houses. And, although the market isn't expected to be as hot in '96, it appears likely that the Federal Reserve will lower interest rates, putting the pieces into place for another solid year.

Jobseekers who have experience with mergers and acquisitions should benefit. At the same time, expect more consolidation among brokerage houses themselves. Analysts believe that the largest houses will get larger and the small boutique firms will continue to prosper, but the firms in the middle may get crunched.

J.C. BRADFORD & COMPANY
120 South Main Street, Marysville OH 43040-1583. 513/642-7311. **Contact:** Human Resources. **Description:** An office of the regional investment firm offering financial services to individual investors and emerging growth companies. J.C. Bradford & Company, founded in 1927, has offices in over 60 cities in the Southeast and Ohio. Investment solutions range from managed accounts and retirement plans to options, commodities, and stock portfolios. Bradford Asset Checking Account provides checking account privileges, an optional credit card, and a high level of account insurance. Tax-free bonds, government-backed securities, mutual funds, annuities, and limited partnerships are also offered. Services offered to emerging growth companies include underwriting, corporate securities, trading equity, and debt securities in the secondary markets, mergers and acquisitions, and financing public debt for state and local governments. These services aid institutions as well as provide investment opportunities for individual clients.

J.C. BRADFORD & COMPANY
155 East Main Street, Lexington KY 40507-1300. 606/255-7353. **Contact:** Human Resources. **Description:** An office of the regional investment firm offering financial services to individual investors and emerging growth companies. J.C. Bradford & Company, founded in 1927, has offices in over 60 cities in the Southeast and Ohio. Investment solutions range from managed accounts and retirement plans to options, commodities, and stock portfolios. Bradford Asset Checking Account provides checking account privileges, an optional credit card, and a high level of account insurance. Tax-free bonds, government-backed securities, mutual funds, annuities, and limited partnerships are also offered. Services offered to emerging growth companies include underwriting, corporate securities, trading equity, and debt securities in the secondary markets, mergers and acquisitions, and financing public debt for state and local governments. These services aid institutions as well as provide investment opportunities for individual clients.

DEAN INVESTMENT ASSOCIATES
40 North Main Street, Suite 2480, Kettering Towers, Dayton OH 45423. 513/222-0282. **Contact:** Human Resources. **Description:** A private investment management company.

KENTUCKY FINANCE COMPANY INC.
250 West Main Street, Lexington Financial Center, Lexington KY 40507-1621. 606/226-5800. **Contact:** Human Resources. **Description:** A consumer finance company.

PRUDENTIAL SECURITIES
2300 Kettering Tower, Dayton OH 45423. 513/228-2828. **Contact:** Human Resources. **Description:** An international securities brokerage and investment firm (formerly operating as Bache Halsey Stuart Shields Inc.). The company offers clients more than 70 different investment products, including stocks, options, bonds, commodities, tax-favored investments, and insurance, as well as several specialized financial services. Prudential Securities currently operates more than 240 offices in 17 countries. **Corporate headquarters location:** New York NY. **Parent company:** Prudential Insurance Company.

STATE TEACHERS RETIREMENT SYSTEM OF OHIO
275 East Broad Street, Columbus OH 43215. 614/227-2908. **Contact:** Marilyn A. Thomas, Assistant Personnel Director. **Description:** A public retirement system for teachers, now serving more than 300,000 members and retirees with assets in excess of $22 billion. **Common positions include:** Accountant/Auditor; Computer Programmer; Economist/Market Research Analyst; Financial Analyst. **Educational backgrounds include:** Accounting; Communications; Economics; Finance. **Benefits:** Daycare Assistance; Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Service. **Number of employees at this location:** 300.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

CREDIT AGENCIES AND INSTITUTIONS

Broadview Mortgage Company
95 E Wilson Bridge Rd,
Columbus OH 43085-2301.
614/436-2008.

Chase Automotive Finance
6457 Reflections Dr, Dublin OH
43017-2352. 614/761-8045.

Farm Credit Services
110 Twin Oaks Dr, Jackson OH
45640-9506. 614/286-5041.

Ford Consumer Finance Co. Inc.
485 Metro Pl S, Dublin OH
43017-5300. 614/792-8501.

Ford Motor Credit Co.
9797 Springboro Pike, Dayton
OH 45459-6769. 513/866-4444.

Lexington Finance
2150 Lexington Road, Richmond
KY 40475-7924. 606/624-9106.

Medamerica Finance
26 Wyoming St, Dayton OH
45409-2721. 513/220-2880.

Peoples Security Financial Co..
630 Big Hill Avenue, Richmond
KY 40475-2598. 606/624-5200.

INVESTMENT ADVISORS

Bartlett & Co.
120 East 4th Street, Dayton OH
45402-2136. 513/268-1549.

Bazz Management & Development
1610 Woodman Drive, Dayton
OH 45432-3353. 513/259-0002.

Fidelity Investments Information Services
7310 Turfway Road, Florence KY
41042-1385. 606/386-4000.

Fidelity Investments Information Services
100 Magellan Way, Covington
KY 41015-1987. 606/386-5000.

Financial Center For Planning
31 E High St, Springfield OH
45502-1234. 513/325-9040.

Manning & Napier Advisors Inc.
6099 Riverside Dr, Dublin OH
43017-2004. 614/764-4551.

LOAN BROKERS

American General Finance
6612 Dublin Center Drive, Dublin
OH 43017-2071. 614/766-5050.

Banc One Mortgage Corporation
3800 Tuller Rd, Dublin OH
43017-5018. 614/248-2738.

Cantrell Mortgage Co.
362 N South St, Wilmington OH
45177-1651. 513/382-3085.

Citizens Guaranty Bank
457 E Main St, Richmond KY
40475-1630. 606/624-2138.

City Loan Financial Services Inc.
314 South Main Street, Mount
Vernon OH 43050-3306.
614/397-5155.

City Loan Financial Services
3025 W Broad St, Columbus OH
43204-2653. 614/276-3581.

Commonwealth United Mortgage
2000 Polaris Pkwy, Columbus
OH 43240-2007. 614/885-0005.

Equicredit Corporation of Ohio
One Prestige Pl, Miamisburg OH
45342-5399. 513/291-0014.

First-Knox National Bank
810 Coshocton Ave, Mount
Vernon OH 43050-1922.
614/397-5551.

Huntington Mortgage Company
8 Courthouse Plaza SW, Dayton
OH 45402-1818. 513/443-5910.

Huntington Mortgage Company
8040 Hosbrook Rd, Cincinnati
OH 45236-2908. 513/791-2077.

Jericho Investments
40 North South St, Wilmington
OH 45177-2212. 513/383-3930.

Knutson Mortgage Corporation
One S Main St, Dayton OH
45402-2016. 513/224-5200.

Money One Credit Corp.
108 Kentucky Home Sq,
Bardstown KY 40004-1822.
502/348-6204.

NCB Savings Bank FSB
50 S Mulberry St, Wilmington
OH 45177-2206. 513/383-0891.

Network Mortgage Co.
1432 Hackney Rd, Wilmington
OH 45177-9463. 513/382-5440.

Nevco Serices
36 W Main St, Wilmington OH
45177-2237. 513/382-7263.

NVR Mortgage
One Crowne Point Court,
Cincinnati OH 45241-5411.
513/771-0100.

OK Mortgage Services
202 Berlin Rd, Wilmington OH
45177-9715. 513/382-6414.

Transamerica Financial Service
100 Farmers Bank Sq,
Georgetown KY 40324-8712.
502/867-0768.

MORTGAGE BANKERS

Chemical Mortgage Co.
200 W Old Wilson Bridge Rd,
Worthington OH 43085-2247.
614/842-7000.

Chemical Mortgage Co.
101 E Town St, Columbus OH
43215-5160. 614/460-3045.

Farm Credit Services
617 Lancaster Pike, Circleville
OH 43113-9482. 614/474-7569.

Waterfield Financial Corp.
2265 Harrodsburg Road,
Lexington KY 40504-3500.
606/277-5392.

National City Mortgage Co.
PO Box 1820, Dayton OH 45401-1820. 513/436-3025.

SECURITY BROKERS AND DEALERS

AAG Securties
580 Walnut Street, Cincinnati OH
45202-3110. 513/333-6030.

Banc One Capital Corporation
90 North High Street, Columbus
OH 43215-3016. 614/221-0722.

Banc One Securities Corp.
733 Greencrest Drive, Westerville
OH 43081-4903. 614/248-5119.

Banc One Services Corp.
806 West National Road,
Vandalia OH 45377-1016.
513/264-0185.

Edward D Jones & Co.
64 S Main St, London OH 43140-1212. 614/852-0049.

Emens Kegler Brown Hill
65 East State Street, Columbus
OH 43215-4213. 614/462-5400.

Fidelity Investments
4445 Lake Forest Dr, Cincinnati
OH 45242-3733. 513/786-6000.

Geneva-Rothe Investment Corp.
6362 Dummerston Ct, Dublin OH
43017-1720. 614/457-7500.

Gradison
580 Walnut St, Cincinnati OH
45202-3110. 513/579-5000.

Hilliard Lyons
213 Saint Clair St, Frankfort KY
40601-1845. 502/223-9888.

Kemper Securities Inc.
527 Newark Granville Rd,
Granville OH 43023-1448.
614/587-0057.

Prentice Securities Inc.
400 Old East Vine St, Lexington
KY 40507-1900. 606/231-0552.

Smith Barney Inc.
655 Metro Pl S, Dublin OH
43017-3313. 614/798-3100.

Titan Value Equities Group
10260 Alliance Road, Cincinnati
OH 45242-4741. 513/984-3800.

For more information on career opportunities in financial services:

Associations

FINANCIAL EXECUTIVES INSTITUTE
P.O. Box 1938, Morristown NJ 07962-1938. 201/898-4600. Fee and membership required. Publishes biennial member directory. Provides member referral service.

INSTITUTE OF FINANCIAL EDUCATION
111 East Wacker Drive, Chicago IL 60601. 312/946-8800. World Wide Web address: http://www.theinstitute.com. Offers career development program.

NATIONAL ASSOCIATION OF BUSINESS ECONOMISTS
1233 20th Street NW, Suite 505, Washington DC 20036. 202/463-6223. Bulletin board number: 216/241-6254. Newsletter and electronic bulletin board list job openings. Members can upload resumes and listed positions desired to bulletin board.

NATIONAL ASSOCIATION OF CREDIT MANAGEMENT
8815 Centre Park Drive, Suite 200, Columbia MD 21045-2158. 410/740-5560. World Wide Web address: http://www.nacm.org. Contact: Delores Richman. Publishes a business credit magazine.

PUBLIC SECURITIES ASSOCIATION
40 Broad Street, 12th Floor, New York NY 10004. 212/809-7000. Contact: Caroline Binn x427. Publishes an annual report and several newsletters.

NATIONAL ASSOCIATION OF REAL ESTATE INVESTMENT TRUSTS
1129 20th Street NW, Suite 305, Washington DC 20036. 202/785-8717. Contact: Donna Smith, Membership.

SECURITIES INDUSTRY ASSOCIATION
120 Broadway, 35th Floor New York NY 10271. 212/608-1500. World Wide Web address: http://www.sia.com. Contact: Phil Williams/Membership. Publishes a security industry yearbook.

TREASURY MANAGEMENT ASSOCIATION
7315 Wisconsin Avenue, Suite 1250-W, Bethesda MD 20814. 301/907-2862. World Wide Web address: http://www.tma-net.org.

Directories

MOODY'S BANK AND FINANCE MANUAL
Moody's Investor Service, 99 Church Street, New York NY 10007. 212/553-0300.

DIRECTORY OF AMERICAN FINANCIAL INSTITUTIONS
Thomson Business Publications, 6195 Crooked Creek

Road, Norcross GA 30092. 770/448-1011. Sales 800/321-3373.

Magazines

BARRON'S: NATIONAL BUSINESS AND FINANCIAL WEEKLY
Dow Jones & Co., 200 Liberty Street, New York NY 10281. 212/416-2700.

FINANCIAL PLANNING
40 West 57th Street, 11th Floor, New York NY 10019. 212/765-5311.

FINANCIAL WORLD
Financial World Partners, 1328 Broadway, 3rd Floor, New York NY 10001. 212/594-5030.

FUTURES: THE MAGAZINE OF COMMODITIES AND OPTIONS
250 South Wacker Drive, Suite 1150, Chicago IL 60606. 312/977-0999.

INSTITUTIONAL INVESTOR
488 Madison Avenue, 12th Floor, New York NY 10022. 212/303-3300.

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FOOD AND BEVERAGES/AGRICULTURE

Employment in food processing is expected to fall slightly through 2005. Although the industry's output should grow, increasing automation and productivity will mean food can be produced with fewer workers. However, some food processing industries are likely to remain fairly labor intensive. For example, meat packing and poultry processing are difficult to fully automate because each animal processed is different. Professional specialty occupations, although small in number, are also expected to grow. The growth of these occupations -- including engineers, systems analysts, and food scientists -- reflects the industry's emphasis on scientific research to improve food products and production processes. Demand for food scientists will also grow in response to expanding government inspection and regulation of food production.

Several factors may slow the decline in food processing employment. As consumers increasingly seek 'ready-to-heat' foods, the food processing industry has introduced many new products. Many of these new goods, which require more processing than the items they are replacing, will help maintain the demand for food processors in the future. In addition, the food processing industry is taking advantage of new technology to perform much of the processing formerly done by retailers. One other factor that may help stem employment decline is growing international trade in food products. Food processing firms expect growing trade to provide new markets for their products. The emerging field of biotechnology and other new food science technologies may also provide new jobs.

ABBOTT FOODS, INC.
2400 Harrison Road, P.O. Box 44466, Columbus OH 43204. 614/272-0658. **Contact:** Cynthia Alls, Human Resources Director. **Description:** A wholesale food distributor. **Number of employees at this location:** 300.

ANHEUSER-BUSCH, INC.
700 Schrock Road, Columbus OH 43229. 614/888-6644. **Contact:** Personnel Department. **Description:** A beer producer with a high-tech brewing process and high-speed packaging lines. Anheuser-Busch, Inc. began operations in 1852 as the Bavarian Brewery and now ranks as one of the world's largest brewers. **Parent company:** Anheuser-Busch Companies is a diverse company which is involved in the entertainment, brewing, baking, and manufacturing industries. The company is one of the largest domestic brewers, operating 13 breweries throughout the U.S. and distributing through over 900 independent wholesalers. Beer brands include Budweiser, Michelob, Busch, King Cobra, and O'Doul's non-alcoholic beverages. Related businesses include can manufacturing, paper printing, and barley malting. Anheuser-Busch is also one of the largest operators of theme parks in the U.S., with locations in Florida, Virginia, Texas, Ohio, and California. Through subsidiary Campbell Taggart Inc., Anheuser-Busch is also one of the largest commercial baking companies in the United States, producing foods under the Colonial brand name, among others. Anheuser-Busch also has various real estate interests. **NOTE:** Interested applicants should send resumes to: Employment Office, 3434 Cleveland Avenue, Columbus OH 43224.

BORDEN, INC.
180 East Broad Street, Columbus OH 43215. 614/225-4000. **Contact:** Carl Braun, Manager/Professional Staffing. **Description:** Operates two major industry segments (foods and chemicals), through three major operating divisions. The North American Foods division consists of the company's pasta and sauce, niche grocery, and U.S. dairy businesses. The International Foods segment includes European bakery products, international milk powder, Latin American dairy, and European grocery and pasta products. Borden's Packaging and Industrial Products/Domestic and International sector is comprised of resins, plastic film and packaging, decorative products, consumer adhesives, and pasta in Brazil. The company offers hundreds of name brands, including Borden dairy products, Cracker Jack snacks, Elmers glue, Creamette pasta, and Classico pasta sauces. The company went private in 1995. **Common positions include:** Accountant/Auditor; Chemical Engineer; Financial Analyst; Marketing Specialist; Sales Representative. **Corporate headquarters location:** This Location.

BUTTERNUT BREAD COMPANY
747 West Fifth Street, Cincinnati OH 45203. 513/721-0212. **Contact:** Human Resources. **Description:** Butternut Bread is a producer of bakery products. **Corporate headquarters location:** Kansas City MO.

CHIQUITA BRANDS INTERNATIONAL
250 East Fifth Street, Cincinnati OH 45202. 513/784-8000. **Contact:** Human Resources Department. **Description:** Formerly United Brands, Chiquita Brands produces, processes, and distributes fresh and prepared foods which are sold under the Chiquita brand name, as well as others. Products include fresh fruits and vegetables from the U.S. and South and Central American countries, as well as juices, purees, salads, margarine, and shortening products. **Corporate headquarters location:** This Location. **Listed on:** New York Stock Exchange.

COCA-COLA ENTERPRISES INC.
5100 Duck Creek Road, Cincinnati OH 45227. 513/527-6600. **Contact:** Human Resources. **Description:** Coca-Cola Enterprises Inc. is the world's largest marketer, distributor, and producer of bottled and canned products of Coca-Cola Company, which are among the most popular beverage brands in the world. The company also serves as a significant bottler of several other national and regional beverage brands such as Barq's and Dr. Pepper. Coca-Cola Enterprises is in the liquid nonalcoholic refreshment business, which extends the company's product line beyond traditional carbonated soft drink categories to beverages such as still and sparkling waters, juices, isotonics, and teas. In 1994, the company marketed, distributed, and produced over 1.7 billion equivalent cases of its products in bottle, can, and fountain containers. The company operates in 38 states, the District of Columbia, the U.S. Virgin Islands, the Islands of Tortola and Grand Cayman, and the Netherlands. Including recent acquisitions, Coca-Cola Enterprises franchise territories encompass a population of over 154 million people, representing 54 percent of the population of the United States. Coca-Cola Enterprises operates 268 facilities, approximately 24,000 vehicles, and over 860,000 vending machines, beverage dispensers, and coolers used to market, distribute, and produce the company's products. **Number of employees worldwide:** 30,000.

FRITO-LAY INC.
10260 Alliance Road, Suite 200, Cincinnati OH 45242. 513/794-2000. **Contact:** Human Resources. **Description:** This location is the administrative offices. A worldwide manufacturer and wholesaler of snack products, including Fritos Corn Chips, Lays Potato Chips, Doritos Tortilla Chips, and a wide range of other snack foods. The parent company operates on a worldwide basis within three industry segments: beverages, snack foods, and restaurants. The beverage segment primarily markets its brands worldwide and manufactures concentrates for its brands for sale to franchised bottlers worldwide. This segment also operates bottling plants and distribution facilities of its own located in the U.S. and key international markets, and distributes ready-to-drink Lipton tea products under a joint-venture agreement. In addition, under separate distribution and joint-venture agreements, this segment distributes certain previously existing, as well as jointly-developed, Ocean Spray juice products. The international snack food business includes major operations in Mexico, the United Kingdom, and Canada. The restaurant segment consists primarily of the operations of the worldwide Pizza Hut, Taco Bell, and KFC chains. PFS, PepsiCo's

restaurant distribution operation, supplies company-owned and company-franchised restaurants principally in the U.S. **Corporate headquarters location:** Dallas TX.

HILLSHIRE FARMS & KAHN'S & COMPANY
3241 Spring Grove Avenue, Cincinnati OH 45225. 513/541-4000. **Fax:** 513/853-1386. **Contact:** Marty Belinsky, Manager, Development and Training. **Description:** Hillshire Farms & Kahn's & Company are manufacturers of packaged meats including sausages, luncheon meat, hot dogs, and breakfast sandwiches. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Computer Operator; Computer Programmer; Computer Systems Analyst; Credit Manager; Customer Service Representative; Employment Interviewer; Human Resources Specialist; Industrial Engineer; Management Trainee; Manufacturer's/Wholesaler's Sales Rep.; Marketing/Advertising/PR Manager; Mechanical Engineer; Order Clerk; Payroll Clerk; Quality Control Supervisor; Receptionist; Registered Nurse; Secretary. **Educational backgrounds include:** Accounting; Business Administration; Engineering; Finance; Liberal Arts; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Other U.S. locations:** Claryville KY; New London WI. **Parent company:** Sara Lee Corporation is a global manufacturer and marketer of brand-name products throughout the world. The divisions of Hanes, Leggs, Hillshire Farms, and Playtex are controlled through their corporate headquarters in Chicago. Sara Lee has operations in more than 30 countries and markets branded products in over 120 countries. **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing; Research and Development; Sales. **Listed on:** New York Stock Exchange. **Number of employees at this location:** 700. **Number of employees nationwide:** 2,500. **Number of employees worldwide:** 146,000.

HUDSON SPECIALTY FOODS
9990 Princeton Glendale Road, Cincinnati OH 45246-1116. 513/874-8741. **Contact:** Human Resources. **Description:** Hudson Specialty Foods is the portioned entrees division of Hudson Foods. **Parent company:** Hudson Foods Inc.'s line of entrees include Wonderbites, which are unbreaded, broiled finger foods; Micro-wiches, which are microwavable sandwiches; and Hudson Complete Meal Kits. For the second year in a row, Hudson Speciality Foods was honored by the National Frozen Food Manufacturers Association for having the industry's best frozen food merchandising. Other divisions of the parent company include the chicken division, the luncheon meats division, the turkey division, and NEPCO, the egg products division. Hudson Foods is also a co-investor and provider of meats to Burger King and has recently contracted business with Boston Market.

INTERSTATE BRANDS CORPORATION
1306 Brandt Pike, Dayton OH 45404. 513/233-3186. **Contact:** Rich Morgano, Human Resource Manager. **Description:** A facility operating as part of a national wholesale bakery operation, manufacturing and distributing a line of high-quality bread and cake products with brand names Wonderbread and Hostess. **Corporate headquarters location:** St. Louis MO.

INTERSTATE BRANDS, INC.
697 North Fourth Street, Columbus OH 43215. 614/294-5375. **Contact:** Rich Morgano, Human Resource Manager. **Description:** A facility operating as part of a national wholesale bakery operation, manufacturing and distributing a line of high-quality bread and cake products with brand names Wonderbread and Hostess. **Common positions include:** Accountant/Auditor; Department Manager; General Manager; Human Resources Specialist; Operations/Production Manager; Packaging Manager; Plant Engineer; Superintendent. **Educational backgrounds include:** Accounting; Business Administration; Engineering; Finance; Liberal Arts; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Operations at this facility include:** Manufacturing; Sales. **Listed on:** New York Stock Exchange.

KEEBLER COMPANY
One Trade Street, Cincinnati OH 45227. 513/271-3500. **Contact:** Kevin F. McCarthy, Human Resources Manager. **Description:** Produces crackers, cookies, and related consumer food items. **Corporate headquarters location:** Elmhurst IL. **Other U.S. locations:** Denver CO; Atlanta GA;

Grand Rapids MI. **Parent company:** United Biscuits (Holdings) plc. **Number of employees nationwide:** 8,000.

PEPSI-COLA BOTTLING COMPANY
554 South Forbes Road, Lexington KY 40504. 606/255-3375. **Contact:** Mrs. Brewer, Human Resource Manager. **Description:** An independently-owned bottler of PepsiCo brand beverages, including Pepsi, Diet Pepsi, 7-Up, Mountain Dew, Mug Old Fashioned Root Beer, Slice, and Crystal Pepsi. **Number of employees at this location:** 250.

O.M. SCOTT & SONS COMPANY
14111 Scottslawn Road, Marysville OH 43041. 513/644-0011. **Contact:** Human Resources Department. **Description:** A producer of fertilizers and related gardening and agricultural goods.

SPHAR SEED COMPANY
P.O. Box 58, 127 North Main Street, Winchester KY 40391. 606/744-1671. **Contact:** Bryant Rogers, Manager. **Description:** Sphar Seed Company distributes corn and vegetable seeds. **Parent company:** Scott Seed Company specializes in distributing the following agricultural products: forage and turf grass seed varieties, including corn, alfalfa, forage seed, farm grasses, turf grass seed, bird food, pet food, and small grains. Scott Seed Company's distribution territory is Kentucky and Indiana, and its sales are made through wholesale farm seed distributors serving independent operators, dealers, garden centers, farmers, and other companies. In 1995, Scott Seed Company was purchased by, and became a subsidiary of ABT (AgriBioTech, Inc.), a specialized distributor of forage (hay crops) and turf grass seed.

SUPER FOOD SERVICES INC.
P.O. Box 2323, Dayton OH 45429. 513/439-7500. **Contact:** Dick Metzgar, Human Resources Manager. **Description:** Super Food Services is a wholesale food distributor for 21 wholesale grocers and 4,000 other retailers. The company distributes a wide selection of products including food, health and beauty aids, and general merchandise to locations principally in Tennessee, West Virginia, Michigan, Indiana, Ohio, and Kentucky. The company operates six distribution facilities in Ohio, Michigan, and Kentucky; and owns 205 tractors and 335 trailers. Its other operations include promotion activities, merchandising, accounting services, training, management assistance, insurance, payroll operations, and installation of inventory control and ordering systems. **Corporate headquarters location:** This Location. **Listed on:** New York Stock Exchange.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

ALCOHOL WHOLESALE

Bennie Robinson Inc.
475 Angliana Ave, Lexington KY 40508-3134. 606/252-3434.

Brown-Kaiser East
880 Sparta Court, Lexington KY 40504-1155. 606/231-6635.

Crane Distributors
P.O. Box 22640, Lexington KY 40522-2640. 606/255-2406.

BAKERY PRODUCTS

Big Bear Bakeries Inc.
1550 North High Street, Columbus OH 43201-4409. 614/464-6744.

Busken Bakery Inc.
2675 Madison Road, Cincinnati OH 45208-1365. 513/871-5330.

Cheryl & Co.
646 McCorkle Boulevard, Westerville OH 43082-8778. 614/891-8822.

Emerald Industries Inc.
8060 Bluegrass Drive, Florence KY 41042-2902. 606/371-0015.

Graeters Inc.
2145 Reading Rd, Cincinnati OH 45202-1417. 513/721-3323.

KBO Inc.
508 W Main St, Springfield OH 45504-2662. 513/322-9588.

Klosterman's Baking Company
4760 Paddock Rd, Cincinnati OH 45229-1004. 513/242-1004.

Kroger Co.
457 Cleveland Avenue, Columbus OH 43215-1756. 614/462-2000.

Perry County Foods Inc.
5705 State Route 204 NE, Mount Perry OH 43760-9733. 614/743-2511.

Shur-Good Biscuit Co. Inc.
2950 Robertson Ave, Cincinnati
OH 45209-1267. 513/458-6200.

The New Bakery Co. Of Ohio Inc.
750 Airport Rd, Zanesville OH
43701-9694. 614/454-6876.

BEVERAGES

Age International Inc.
PO Box 619, Frankfort KY
40602-0619. 502/223-7641.

Austin Nichols & Co. Inc.
PO Box 353, Lawrenceburg KY
40342-0353. 502/839-4544.

Barton Brands Ltd.
PO Box 788, Bardstown KY
40004-0788. 502/348-3991.

Brooks Beverage Management Inc.
1900 E Dublin Granville Rd,
Columbus OH 43229-3515.
614/895-6880.

Central Investment Corp.
10560 Ashview Pl, Cincinnati
OH 45242-3738. 513/563-4700.

Coca-Cola Bottling Group Inc.
901 S Ludlow St, Dayton OH
45402-2614. 513/228-9404.

G&J Pepsi Cola Hamilton Inc.
2580 Bobmeyer Rd, Hamilton
OH 45015-1394. 513/896-3700.

G&J Pepsi-Cola Bottlers Inc.
PO Box 299, Frankln Furnace OH
45629-0299. 614/354-9191.

Heaven Hill Distilleries Inc.
PO Box 280, Bardstown KY
40004-0280. 502/348-3921.

Jim Beam Brands Co.
PO Box 426, Frankfort KY
40602-0426. 502/695-3010.

Jim Beam Brands Co.
7324 Paddock Rd, Cincinnati OH
45216-1622. 513/948-4722.

Leestown Co. Inc.
1001 Wilkinson Boulevard,
Frankfort KY 40601-2033.
502/223-7641.

Mid-Atlantic Canners Association Inc.
1805 Kemper Ct, Zanesville OH
43701-4694. 614/452-9331.

Miller Brewing Co.
2525 Wayne Madison Rd,
Trenton OH 45067-9799.
513/896-9200.

Oldenberg Brewery & Entertainment
400 Buttermilk Pike, Fort
Mitchell KY 41017-3500.
606/341-7223.

Pepsi-Cola Bottlers Inc.
526 Milburn Ave, Dayton OH
45404-1678. 513/461-4664.

Portsmouth Coca-Cola
5050 Old Scioto Trail,
Portsmouth OH 45662-6461.
614/353-3133.

7-Up Bottling Co.
950 Stelzer Rd, Columbus OH
43219-3740. 614/237-4201.

7-Up/Royal Crown/Canada Dry Bottling
5151 Fischer Ave, Cincinnati OH
45217-1157. 513/242-5151.

CEREAL BREAKFAST FOODS

Ralston Foods Inc.
11301 Mosteller Rd, Cincinnati
OH 45241-1827. 513/771-8200.

CHIPS AND SNACKS

Frito-Lay Inc.
4696 Devitt Dr, Cincinnati OH
45246-1104. 513/874-0112.

Husman Snack Foods Company
1621 Moore St, Cincinnati OH
45210-1299. 513/621-5614.

DAIRY PRODUCTS

Armour Food Ingredients Co.
PO Box 311, Springfield KY
40069-0311. 606/336-3922.

Broughton Foods Co.
PO Box 656, Marietta OH 45750-
0656. 614/373-4121.

Friendly Ice Cream Corp.
1903 W Main St, Troy OH
45373-1066. 513/339-3881.

H. Meyer Dairy Co. Inc.
John and Elliott Sts, Cincinnati
OH 45215. 513/948-8811.

Instantwhip Foods Inc.
2200 Cardigan Ave, Columbus
OH 43215-1092. 614/488-2536.

Kroger Co./Springdale Ice Cream
11801 Chesterdale Rd, Cincinnati
OH 45246-3401. 513/671-2790.

Reiter Dairy Inc.
1961 Commerce Cir, Springfield
OH 45504-2081. 513/323-5777.

Tamarack Farms Dairy
1701 Tamarack Rd, Newark OH
43055-1350. 614/522-8181.

United Dairy Farmers
3955 Montgomery Rd, Norwood
OH 45212-3798. 513/396-8700.

Winchester Farms Dairy
500 Rolling Hills Ln, Winchester
KY 40391-9600. 606/745-5500.

DOG AND CAT FOOD

Benco Pet Foods Inc.
22 1st St, Zanesville OH 43701-
3401. 614/454-8575.

Iams Co.
State Rte 503 & 1-70, Lewisburg
OH 45338. 513/454-8800.

FOOD PREPARATIONS

Chef America
150 Oak Grove Dr, Mt Sterling
KY 40353-9087. 606/498-4300.

Chef Sheperd Inc.
624 Shepherd Dr, Cincinnati OH
45215-2104. 513/563-6050.

Club Chef Inc.
800 Bank St, Cincinnati OH
45214-2220. 513/651-0990.

Gilardi Foods
1910 Fair Rd, Sidney OH 45365-
8906. 513/498-4511.

Portion Pac Inc.
7325 Snider Rd, Mason OH
45040-9193. 513/398-0400.

FOOD WHOLESALE

ARA Services Inc.
1 Crowne Point Ct, Cincinnati
OH 45241-5410. 513/771-0043.

Birchwood Meats Provision
1821 Dividend Dr, Hilliard OH
43026. 614/771-1330.

Bosart Co.
1982 Commerce Rd, Springfield
OH 45504-2022. 513/325-9254.

Cardinal Foods Inc.
4700 Fisher Rd, Columbus OH
43228-9752. 614/878-7171.

Continental Baking Co.
642 Richmond St, Cincinnati OH
45203-1522. 513/721-6400.

Dolly Madison Budget Stores
4355 Dixie Hwy, Elsmere KY
41018-1819. 606/342-6150.

Dolly Madison Cakes
5467 W 3rd St, Dayton OH
45427-2562. 513/263-4735.

Fleming Foods-Columbus Division
1033 Brentnell Ave, Columbus
OH 43219-2146. 614/253-8701.

Gourmet Chili
843 Monmouth St, Newport KY
41071-1820. 606/491-9022.

JTM Provisions Co.
200 Sales Ave, Harrison OH
45030-1485. 513/367-4900.

Kerns Bakery Inc.
759 Newtown Rd, Lexington KY
40511-1853. 606/252-8931.

Kluener Food Companies
219 Robyn Dr, Winchester KY
40391-8902. 606/745-6667.

Kraft Foodservice Inc. Cincinnati
5445 Spellmire Dr, Cincinnati
OH 45246-4842. 513/874-5188.

M&M Restaurant Supply
3581 Dayton Park Dr, Dayton OH
45414-4403. 513/233-6502.

Mattingly Foods Inc.
302 State St, Zanesville OH
43701-3233. 614/454-0136.

Ohio Pizza Products Consumer Outlet
1945 Lindorph Dr, Dayton OH
45404-1108. 513/226-1761.

Planters Life Savers Co.
11300 Cornell Park Dr,
Cincinnati OH 45242-1830.
513/489-8000.

Remarks Inc.
6728 Hyland Croy Rd, Dublin
OH 43016-8266. 614/889-2561.

Save-A-Lot Ltd.
2439 Palumbo Dr, Lexington KY
40509-1116. 606/266-1351.

Squeri Foods Inc.
619 Linn St, Cincinnati OH
45203-1701. 513/381-1106.

Super Food Services Inc.
3233 Newmark Dr, Miamisburg
OH 45342-5441. 513/439-7500.

Swift Eckrich Inc.
6130 Enterprise Pkwy, Grove
City OH 43123-9539. 614/539-9600.

Sygma Network Of Ohio Inc.
4265 Diplomacy Dr, Columbus
OH 43228-3834. 614/876-2500.

Thomas/Sysco Food Services
10510 Evendale Dr, Cincinnati
OH 45241-2560. 513/563-6300.

GRAIN MILL PRODUCTS

Crestar Foods
1104 Clinton Ave, Washington
Court House OH 43160-1278.
614/335-4813.

Sabatasso Foods Inc.
7605 Empire Dr, Florence KY
41042-2919. 606/371-0500.

MEAT AND POULTRY PROCESSING

Agrigeneral Co. LP
11212 Croton Rd, Croton OH
43013-9725. 614/893-7200.

Birchwood Meats
1821 Dividend Dr, Columbus OH
43228-3848. 614/771-1330.

Copaz Packing Corp.
801 E Kemper Rd, Cincinnati OH
45246-2515. 513/782-3800.

Coshocton Foods Co.
1660 Second 2nd Street,
Coshocton OH 43812-1950.
614/622-6433.

Hillshire Farms & Kahns Co.
401 Bob Huber Dr, Alexandria
KY 41001-9686. 606/635-0444.

Kluener Packing Company
2842 Massachusetts Ave,
Cincinnati OH 45225-2243.
513/681-2850.

Ohio Packing Company
PO Box 30961, Columbus OH
43230-0961. 614/239-1600.

Pierre Frozen Foods
9990 Princeton Glendale Rd,
Cincinnati OH 45246-1116.
513/874-8741.

Purnell Saugage Inc.
PO Box 366, Simpsonville KY
40067-0366. 502/722-5626.

Sugar Creek Packing Co.
1241 North Gettysburg Avenue,
Dayton OH 45427-3413.
513/268-6601.

Sugar Creek Packing Co. Inc.
2101 Kenskill Ave, Washington
Court House OH 43160-9404.
614/335-7440.

Webber Farms
PO Box 460, Cynthiana KY
41031-0460. 606/234-5154.

Whiteford Foods
770 North Center Street,
Versailles OH 45380-9610.
513/526-5172.

PASTA

Campbell Soup Co.
1900 Progress Way, Sidney OH
45365-8961. 513/498-2191.

PREPARED FEEDS AND INGREDIENTS FOR ANIMALS

Carl S. Akey Inc.
Rtes 503 & 70, Lewisburg OH
45338. 513/962-2661.

PRESERVED FRUITS AND VEGETABLES

Luigino's Inc.
100 Broadway Street, Jackson
OH 45640-1613. 614/286-5505.

National Fruit & Vegetable Technology
2000 East Fulton Street,
Columbus OH 43205-2534.
614/252-1016.

Pillsbury Co.
PO Box 151, Wellston OH
45692-0151. 614/286-2170.

T. Marzetti Company
1105 Schrock Road, Columbus
OH 43229-1174. 614/846-2232.

Theofano Foods Inc.
2121 Freeman Avenue,
Cincinnati OH 45214-1820.
513/741-9555.

SEAFOOD

Star-Kist Foods Inc.
1 Riverfront Pl, Newport KY
41071-4548. 606/655-5700.

SUGAR AND CONFECTIONERY PRODUCTS

Van Melle USA
1 Van Melle Ln, Erlanger KY
41018-1074. 606/283-1234.

TOBACCO PRODUCTS

Anglin Tobacco Wholesale
544 Angliana Avenue, Lexington
KY 40508-3137. 606/254-1414.

Brown & Williamson Tobacco Corporate Offices
152 East Reynolds Road,
Lexington KY 40517-1263.
606/272-5167.

Frankfort Candy & Tobacco Company
193 Versailles Road, Frankfort
KY 40601-3263. 502/695-7385.

Parker Tobacco Co.
636 Forest Avenue, Maysville
KY 41056-1412. 606/564-5571.

RJ Reynolds Tobacco
4665 Spring Creek Drive,
Lexington KY 40515-1506.
606/273-5465.

For more information on career opportunities in the food, beverage, and agriculture industries:

Associations

AMERICAN ASSOCIATION OF CEREAL CHEMISTS (AACC)
3340 Pilot Knob Road, St. Paul MN 55121. 612/454-7250. World Wide Web address: http://www.scisoc.org/aacc. Contact: Marla Meyers. Dedicated to the dissemination of technical information and continuing education in cereal science.

AMERICAN FROZEN FOOD INSTITUTE
1764 Old Meadow Lane, Suite 350. McLean VA 22102. 703/821-0770. A national trade association representing the interests of the frozen food industry.

AMERICAN SOCIETY OF AGRICULTURAL ENGINEERS
2950 Niles Road, St. Joseph MI 49085. 616/429-0300. Contact: Julie Swim.

AMERICAN SOCIETY OF BREWING CHEMISTS ASSOCIATION
3340 Pilot Knob Road, St. Paul MN 55121. 612/454-7250. World Wide Web address: http://www.scisoc.org/asbc. Founded in 1934 to improve and bring uniformity to the brewing industry on a technical level.

CIES - THE FOOD BUSINESS FORUM
3800 Moore Plaza, Alexandria VA 22305. 703/549-4525. A global food business network. Membership is on a company basis. Members learn how to manage their businesses more effectively and gain access to information and contacts.

DAIRY AND FOOD INDUSTRIES SUPPLY ASSOCIATION (DFISA)
1451 Dolly Madison Boulevard, McLean VA 22101-3850. 703/761-2600. Contact: Dorothy Brady. A trade association whose members are suppliers to the food, dairy, liquid processing, and related industries.

MASTER BREWERS ASSOCIATION OF THE AMERICAS (MBAA)
2421 North Mayfair Road, Suite 310, Wauwatosa, WI 53226. 414/774-8558. Promotes, advances, improves, and protects the professional interests of brew and malt house production and technical personnel. Disseminates technical and practical information.

NATIONAL AGRICULTURAL CHEMICALS ASSOCIATION
1156 15th Street NW, Suite 900, Washington DC 20005. 202/296-1585. World Wide Web address: http://www.acpa.org.

NATIONAL BEER WHOLESALERS' ASSOCIATION
1100 South Washington Street, Alexandria VA 22314-4494. 703/683-4300. Fax: 703/683-8965. Contact: Karen Craig.

NATIONAL FOOD PROCESSORS ASSOCIATION
1401 New York Avenue NW, Suite 400, Washington DC 20005. 202/639-5900. Contact: Ned Endler.

NATIONAL SOFT DRINK ASSOCIATION
1101 16th Street NW, Washington DC 20036. 202/463-6732.

UNITED DAIRY INDUSTRY ASSOCIATION (UDIA)
10255 West Higgins Road, Suite 900, Rosemont IL 60018. 847/803-2000. A federation of state and regional dairy promotion organizations that develop and execute effective programs to increase consumer demand for U.S.-produced milk and dairy products.

Magazines

BEVERAGE WORLD
Keller International Publishing Corporation. 150 Great Neck Road, Great Neck NY 11021. 516/829-9210.

FOOD PROCESSING
301 East Erie Street, Chicago IL 60611. 312/644-2020.

FROZEN FOOD AGE
Maclean Hunter Media, #4 Stamford Forum, Stamford CT 06901. 203/325-3500.

PREPARED FOODS
Gorman Publishing Company, 8750 West Bryn Mawr, Chicago IL 60631. 312/693-3200.

Directories

THOMAS FOOD INDUSTRY REGISTER
Thomas Publishing Company, Five Penn Plaza, New York NY 10001. 212/695-0500.

FOOD ENGINEERING'S DIRECTORY OF U.S. FOOD PLANTS
Chilton Book Company, Chilton Way, Radnor PA 19089. 800/695-1214.

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GOVERNMENT

While the federal government is still the nation's largest employer, the number of federal jobs is rapidly on the decline. Adding to this instability was the federal government's shutdown on more than one occasion while the President and Congress were in budgetary deadlock. The decrease in Department of Defense employment that started with the collapse of the Soviet Union has only increased due to federal deficits. The Defense Department is expected to reduce its workforce through attrition over the next decade.

Employment in other executive agencies is also expected to fall. Many workers are being offered buyouts, early retirement, and other incentives to leave the federal government. Demand remains strong, however, for nurses and engineers.

The outlook for state and local government workers is somewhat better. While opportunities vary from one state to the next, the Bureau of Labor Statistics forecasts a 16 percent job rise through 2005. Adding to the demand is the rising need for services. Since the early '80s, the government has decentralized and states have assumed more responsibility for providing services. Many policy decisions have been shifted to individual state governments, which are increasingly dealing with transportation problems, health care issues, energy policies, and poverty.

Even so, future job growth may be slowed by budgetary constraints. Local governments are struggling to meet the demand for services because tax revenues and federal aid are declining. Many states have cut their workforces to reduce spending and keep budgets balanced.

CINCINNATI, CITY OF
801 Plum Street, Cincinnati OH 45202. 513/352-2400. **Contact:** Human Resources. **Description:** Administrative offices for the city of Cincinnati.

DEFENSE CONSTRUCTION SUPPLY CENTER (DCSC)
P.O. Box 3990, Columbus OH 43216-5000. 614/692-2224. **Contact:** Office of Civilian Personnel. **Description:** A supply center.

OHIO BUREAU OF EMPLOYMENT SERVICES
145 South Front Street, Columbus OH 43216. 614/466-2421. **Contact:** Human Resources Department. **Description:** A job center run by the state government.

PUBLIC UTILITIES COMMISSION OF OHIO
180 East Broad Street, Columbus OH 43215-3793. 614/466-7330. **Fax:** 614/644-9546. **Contact:** Thomas Flynn, Affirmative Action Manager. **Description:** Regulates the state utility companies, railroads, trucking, and Cedar Point Causeway. **Common positions include:** Accountant/Auditor; Attorney; Budget Analyst; Claim Representative; Clerical Supervisor; Computer Programmer; Computer Systems Analyst; Customer Service Representative; Human Resources Specialist; Librarian; Management Analyst/Consultant; Nuclear Engineer; Paralegal; Public Relations Specialist. **Educational backgrounds include:** Accounting; Art/Design; Business Administration; Communications; Computer Science; Engineering; Finance; Geology; Mathematics. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings

Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration. **Number of employees at this location:** 450.

U.S. ENVIRONMENTAL PROTECTION AGENCY ANDREW BREIDENBACH CENTER

26 West Martin Luther King Drive, Cincinnati OH 45268. 513/569-7812. **Contact:** Human Resources. **Description:** This location of the EPA is a research and development laboratory. The Environmental Protection Agency was created in 1970 through an executive reorganization plan designed to consolidate the environmental activities of the federal government into a single agency. The EPA is dedicated to improving and preserving the quality of the environment, both national and global, and protecting human health and the productivity of natural resources. The agency is committed to ensuring that federal environmental laws are implemented and enforced effectively; U.S. policy, both foreign and domestic, fosters the integration of economic development and environmental protection so that economic growth can be sustained over the long term: and public and private decisions affecting energy, transportation, agriculture, industry, international trade, and natural resources fully integrate considerations of environmental quality. **Benefits:** Daycare Assistance; Fitness Program; Flextime Plan; Incentive Plan; Leave Time; Retirement Plan. **Special Programs:** Internships. **Corporate headquarters location:** Washington DC. **Other U.S. locations:** San Francisco CA; Denver CO; Atlanta GA; Chicago IL; Kansas City KS; Boston MA; New York NY; Philadelphia PA; Dallas TX; Seattle WA. **Number of employees nationwide:** 19,000.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

HOUSING AND URBAN DEVELOPMENT PROGRAMS

Columbus Metro Housing Authority
960 East Fifth Avenue, Columbus
OH 43201-3066. 614/294-4901.

EXECUTIVE, LEGISLATIVE, AND GENERAL GOVERNMENT

Ohio Department of Development
77 South High Street, Columbus
OH 43266. 614/466-3379.

City Clerk
445 West Main Street, Danville
KY 40422-1815. 606/238-1200.

City Of Hilliard
3800 Municipal Way, Hilliard
OH 43026-1696. 614/876-1620.

Southeastern Correctional Institution
5900 B.I.S. Road Southwest,
Lancaster OH 43130-9606.
614/653-4324.

State of Ohio
307 East Fourth Street,
Cincinnati OH 45202-4201.
513/852-3100.

Hamilton County
138 East Court Street, Cincinnati
OH 45202-1226. 513/632-8500.

PUBLIC ORDER AND SAFETY

Butler County Sheriff
123 Court St, Hamilton OH
45011-2825. 513/887-3010.

Federal Medical Center
3301 Leestown Road, Lexington
KY 40511-8799. 606/255-6812.

For more information about career opportunities in the government:

Directories

ACCESS...FCO ON-LINE
Federal Research Service, Inc., P.O. Box 1059, 243 Church Street, Vienna VA 22183-1059. 703/281-0200. This is the online service of the *Federal Career Opportunities* publication. To join online, the cost is $25 for the set-up and $45 for one hour, payable by credit card over the phone.

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HEALTH CARE: SERVICES, EQUIPMENT, AND PRODUCTS

With no time to worry about the failure of government-proposed health care reforms, the health care industry is surging ahead with its own solutions, pressured by a competitive marketplace to cut costs. HMOs and insurance providers are looking to nursing homes and home care companies as an alternative to long-term hospital stays, and shifting from inpatient to less expensive outpatient care. Hospitals are streamlining operations and consolidating, with cutback efforts targeting staff, as well as unnecessary tests and laboratory fees. Hospital cost-cutting has also hurt medical equipment suppliers, as many hospitals form networks to share expensive equipment.

Even so, from 1990 to 1995, the number of health care workers in the United States grew from 8.86 million to 10.5 million. Despite pressure to cut back, the health care industry remains a growth area. As the elderly population continues to grow faster than the population as a whole and the survival rate of the severely ill continues to improve, the need for new workers will continue to increase, and the large employment base will create replacement needs.

ALLIED THERAPY ASSOCIATES, INC.
4353D Tuller Road, Dublin OH 43017-5071. 614/764-7900. **Contact:** Laurie Rinehart, Human Resources. **Description:** A physical therapy service.

AMERICAN MEDICAL CENTER
310 South Limestone, Lexington KY 40508. 606/252-6612. **Contact:** Ms. Pat Motley, Human Resources. **Description:** A hospital. **Number of employees at this location:** 790.

BETHESDA NORTH HOSPITAL
10500 Montgomery Rd, Cincinnati OH 45242-4402. 513/745-1111. **Contact:** Human Resources Department. **Description:** Bethesda North Hospital is a progressive hospital and health care organization. Five core areas make up the structure: member acquisition, health status management, health services and physician services, internal services, and integrating services. The hospital's regional home care includes American Nursing Care, two DayBreak Centers servicing adults, and Hospice of Cincinnati, which works with more than thirty nursing homes. The employees are working in cross-disciplinary teams so each employee can get a clearer view of what customers need and how their work fits in. Bethesda North Hospital also opened two group practice locations to expand its reach and offer a variety of primary care physicians, pharmacists, and lab and X-ray technicians together at one site.

CARDINAL HEALTH
5555 Glendon Court, Dublin OH 43016. 614/717-5000. **Contact:** Beth Simonetti, Human Resources Department. **Description:** Cardinal Health is a wholesale distributor of pharmaceuticals, medical and surgical products, and related health supplies which conducts business throughout the U.S. The company also distributes merchandise typically sold in retail drug stores, hospitals, and health care provider facilities. Cardinal Health also provides specialized support services to assist clients such as order entry and confirmation, inventory control, monitoring pricing strategies, and financial reporting. The company has developed an in-pharmacy computer system which provides prices, patient profiles, financial data, and management services. **Subsidiaries include:** Behrens,

Inc., a drug wholesaler and distributor in Waco TX. **Corporate headquarters location:** This Location.

CENTRAL BAPTIST HOSPITAL
1740 Nicholasville Road, Lexington KY 40503. 606/275-6100. **Contact:** Gary Barksdale, Human Resources. **Description:** Established in 1954, Central Baptist Hospital is a 373-bed hospital operating as a member of the Baptist Healthcare System. In addition to its WomanCare Plaza, Central is also a leader in cardiology, outpatient services, oncology, and home health care services. Other programs and services include medical and surgical nursing (telemetry, orthopedics/neurosurgery, oncology, vascular, diabetics, and general med/surgery); women's and children's services (labor and delivery, mother/baby care, infertility, neonatal ICU, pediatrics, antenatal); ambulatory care (emergency department, outpatient services, oncology services, perinatal diagnostic center, cardiovascular lab, radiology, home health, and EEG); critical care (cardiothoracic, coronary care, medical, surgical, neurosurgery); surgical services (inpatient, outpatient, and recovery -PACU); biomed; business services; environmental services; laboratory; pharmacy; education department; discharge planning/social services; utilization review/medical records; a child development center; food services, respiratory care; radiology; and rehabilitation services (occupational therapy, physical therapy, speech therapy, cardiac rehabilitation). **Common positions include:** Home Health Aide; Medical Assistant; Medical Doctor; Nurse; Preschool Worker; Receptionist; Registered Nurse; Respiratory Therapist; Secretary; Social Worker; Transcriptionist. **Benefits:** 403(b); Annuity; Credit Union; Dental Insurance; Disability Coverage; Flexible Benefits; Free Parking; Leave Time; Life Insurance; Medical Insurance; Retirement Plan; Sick Days. **Parent company:** Baptist Healthcare System. **Number of employees at this location:** 1,680.

CHILDREN'S HOSPITAL MEDICAL CENTER
3338 Burnet Avenue, Cincinnati OH 45229. 513/559-4244. **Contact:** Walter Flynn, Vice President, Human Resources. **Description:** A hospital. **Common positions include:** Biological Scientist/Biochemist; Chemist; Dietician/Nutritionist; Statistician. **Educational backgrounds include:** Biology; Liberal Arts; Physics. **Corporate headquarters location:** This Location. **Operations at this facility include:** Health Care. **Number of employees nationwide:** 4,000.

CHRIST HOSPITAL
2139 Auburn Avenue, Cincinnati OH 45219-2989. 513/369-2000. **Contact:** Veronica Marlin, Human Resources Department. **Description:** The Christ Hospital is a regional health care center.

COLUMBIA HOSPITAL LEXINGTON
301 South Limestone, Lexington KY 40508. 606/252-6612. **Contact:** Human Resources. **Description:** A hospital. **Number of employees at this location:** 700.

CONMED
3040 East River Road, P.O. Box 1408, Dayton OH 45401. 513/294-1767. **Fax:** 513/294-8363. **Contact:** Personnel. **Description:** ConMed designs, develops, manufactures, and markets a broad line of specialty medical products through its Patient Care Division and its Critical Care Division. ConMed's Patient Care Division consists of ClearSite hydrogel wound care dressings, designed to treat chronic wounds and ulcers; and the Act One Foot Pump, a foot compression device used to treat chronic wound conditions in the legs. The Critical Care Division consists of electrodes, cables and wires, and electrosurgical products. Conmed also sells various types of monitoring, resting, stress, and specialty electrodes, as well as cables and wires designed to connect a patient to a monitor. **Common positions include:** Accountant/Auditor; Biological Scientist/Biochemist; Biomedical Engineer; Buyer; Chemical Engineer; Computer Programmer; Computer Systems Analyst; Customer Service Representative; Draftsperson; EEG Technologist; Financial Analyst; General Manager; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Materials Engineer; Mechanical Engineer; Operations/Production Manager. **Educational backgrounds include:** Accounting; Business Administration; Chemistry; Computer Science; Engineering; Finance; Health Care; Liberal Arts; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration;

Manufacturing; Research and Development. **Listed on:** NASDAQ. **Number of employees at this location:** 200. **Number of employees nationwide:** 230.

DEACONESS HOSPITAL
311 Straight Street, Cincinnati OH 45219. 513/559-2100. **Contact:** Personnel Department. **Description:** A 250-bed acute care, nonprofit hospital. Specialties include cardiac surgery, sports medicine, and gerontology.

DOCTORS HOSPITAL NORTH
1087 Dennison Avenue, Columbus OH 43201. 614/297-4190. **Contact:** Steve Headly, Human Resources Director. **Description:** A hospital.

DOCTORS HOSPITAL WEST
5100 West Broad Street, Columbus OH 43228. 614/297-5795. **Contact:** Human Resources Department. **Description:** A hospital.

DRAKE CENTER, INC.
151 West Galbraith Road, Cincinnati OH 45216. 513/948-2614. **Fax:** 513/948-2619. **Recorded Jobline:** 513/948-2613. **Contact:** Human Resources. **Description:** A 316-bed rehabilitation and extended-care facility affiliated with the University of Cincinnati. Specialty programs include: traumatic brain injury, spinal cord injury, ventilator-dependence, orthopedic rehabilitation, stroke rehabilitation, behavioral medicine/chronic pain, and aquatic therapy. Drake Center holds accreditations in five areas from the Accreditation of Rehabilitation Facilities and is dual-accredited by JCAHD. **Common positions include:** Clinical Lab Technician; Dietician/Nutritionist; Licensed Practical Nurse; Medical Records Technician; Occupational Therapist; Pharmacist; Physical Therapist; Psychologist; Recreational Therapist; Registered Nurse; Respiratory Therapist; Social Worker; Speech-Language Pathologist. **Educational backgrounds include:** Health Care. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration. **Number of employees at this location:** 730.

EASTERN STATE HOSPITAL
627 West 4th Street, Lexington KY 40508. 606/246-7000. **Contact:** Kathy Susman, Human Resources. **Description:** A hospital.

FAIRFIELD MEDICAL CENTER
401 North Ewing Street, Lancaster OH 43130. 614/687-8000. **Contact:** Human Resources Department. **Description:** A hospital.

FORT HAMILTON HUGHES MEMORIAL HOSPITAL
630 Eaton Avenue, Hamilton OH 45013-2767. 513/867-2000. **Contact:** James Korb, Human Resources Director. **Description:** A 307-bed, full-service, nonprofit community hospital owned by the Fort Hamilton-Hughes Healthcare Corporation. The hospital offers medical staff in anesthesiology, cardiology/pulmonary medicine, dentistry, dermatology, emergency medicine, family medicine, general surgery, internal medicine, neurosurgery, obstetrics/gynecology, oncology, ophthalmology, oral surgery, orthopedic surgery, otolaryngology, pathology, pediatrics, physiatrists, plastic and reconstructive surgery, podiatry, psychiatry, psychology, radiology, thoracic surgery, and urology.

GOOD SAMARITAN HOSPITAL & HEALTH CENTER
2222 Philadelphia Drive, Dayton OH 45406. 513/278-2612. **Fax:** 513/276-7618. **Recorded Jobline:** 513/276-8257. **Contact:** Nurse Recruiter. **Description:** A 560-bed, non-profit medical center with a reputation as a leader in cardiovascular services, mental health, emergency care, obstetrics, physical medicine, and ambulatory care. **Common positions include:** Pharmacist; Physical Therapist; Registered Nurse; Respiratory Therapist. **Educational backgrounds include:** Health Care. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Tuition Assistance. **Parent company:** Samaritan Health Partners. **Number of employees at this location:** 2,500.

HOLZER MEDICAL CENTER
100 Jackson Pike, Gallipolis OH 45631-1563. 614/446-5000. **Contact:** Rosie Ward, Human Resources Director. **Description:** A medical center.

HORIZON SERVICES
8200 Beckett Park Drive, Suite 201, Hamilton OH 45011. 513/942-5600. **Contact:** Human Resources. **Description:** A drug and alcohol rehabilitation center. **Parent company:** Horizon Healthcare Corporation acquires and operates long-term care facilities throughout the United States and provides health care services such as nursing care, rehabilitation, and other therapies, as well as pharmacy services, specialty care to Alzheimer's patients, and subacute care.

HORIZON/CMS HEALTHCARE CORPORATION
EASTERN DIVISION
748-A Greencrest Drive, Westerville OH 43081. 614/898-3001. **Contact:** Human Resources. **Description:** This location is the Eastern Division headquarters of Horizon Healthcare Corporation. Horizon acquires and operates long-term care facilities throughout the United States; provides health care services, such as nursing care, rehabilitation, and other therapies; institutional pharmacy services; specialty care to Alzheimer's patients; and offers subacute care. In total, Horizon operates 109 facilities in 18 states.

THE ARTHUR G. JAMES CANCER HOSPITAL AND RESEARCH INSTITUTE
Means Hall, 1654 Upham Drive, Columbus OH 43210. 614/293-4995. **Fax:** 614/293-3080. **Recorded Jobline:** 614/293-4900. **Contact:** HR Generalist. **Description:** A 160-bed state-of-the-art treatment and research facility. The hospital also provides care to oncology patients. **Common positions include:** Human Resources Specialist; Pharmacist; Physician; Public Relations Specialist; Registered Nurse; Respiratory Therapist; Social Worker; Surgical Technician. **Educational backgrounds include:** Business Administration; Health Care; Nursing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Operations at this facility include:** Administration; Research and Development; Service. **Number of employees at this location:** 800.

JEWISH HOSPITAL
3200 Burnet Avenue, Cincinnati OH 45229. 513/569-2000. **Contact:** Human Resources Department. **Description:** A hospital.

KENDALL-FUTURO COMPANY
5405 DuPont Circle, Suite A, Milford OH 45150-2736. 513/576-8000. **Contact:** Human Resources. **Description:** A manufacturer and distributor of home health care products. This location also houses the company's sales, marketing, and customer service offices.

LICKING MEMORIAL HOSPITAL
1320 West Main Street, Newark OH 43055. 614/348-4000. **Contact:** Molly Ingold, Director of Human Resources. **Description:** A hospital.

LIEBEL FLARSHEIM
2111 East Galbraith Road, Cincinnati OH 45215. 513/761-2700. **Contact:** Barbara Hummeldorf, Manager of Human Resources. **Description:** A producer of medical and surgical electronic equipment, including X-ray equipment and related items.

MEDEX INC.
3637 Lacon Road, Hilliard OH 43026. 614/876-2413. **Fax:** 614/876-5702. **Contact:** Stanley Nagel, Manager, Human Resources. **Description:** A 35-year-old international manufacturer and supplier of critical care products and infusion systems for medical and surgical applications. Totaling more than 600 in all, these products and systems are sold to hospitals, alternate health care facilities, home health care providers and original equipment manufacturers for the health care industry. Medex products are sold in more than 50 countries by company personnel and/or authorized distributors. The company's products are manufactured, marketed, and distributed at this location and six other manufacturing and/or sales locations in the U.S. and Europe. **Common**

positions include: Accountant/Auditor; Biological Scientist/Biochemist; Blue-Collar Worker Supervisor; Budget Analyst; Chemical Engineer; Computer Programmer; Computer Systems Analyst; Customer Service Representative; Draftsperson; Electrician; Environmental Engineer; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Materials Engineer; Mechanical Engineer; Operations/Production Manager; Quality Control Supervisor; Registered Nurse; Software Engineer; Wholesale and Retail Buyer. **Educational backgrounds include:** Accounting; Biology; Business Administration; Chemistry; Communications; Computer Science; Engineering; Finance; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Other U.S. locations:** Atlanta GA. **Operations at this facility include:** Administration; Manufacturing; Sales; Service. **Listed on:** NASDAQ. **Number of employees at this location:** 684. **Number of employees worldwide:** 1,300.

MEDICAL CENTER HOSPITAL
272 Hospital Road, Chillicothe OH 45601. 614/772-7500. **Contact:** Human Resources. **Description:** Medical Center Hospital was founded in 1895 and currently serves more than 100,000 patients annually from an eight-county region. The hospital employs 147 physicians, 733 full-time employees, and 437 volunteers.

MERCY HOSPITAL
100 Riverfront Plaza, Hamilton OH 45011. 513/867-6400. **Contact:** Human Resources. **Description:** A hospital.

MERCY MEDICAL CENTER
1343 North Fountain Boulevard, Springfield OH 45504. 513/390-5000. **Contact:** Human Resources. **Description:** A hospital.

MIAMI VALLEY HOSPITAL
One Wyoming Street, Dayton OH 45409. 513/208-8000. **Contact:** Human Resources. **Description:** A hospital.

MIDDLETOWN REGIONAL HOSPITAL
105 McKnight Drive, Middletown OH 45044. 513/424-2111. **Contact:** Human Resources. **Description:** A regional medical center.

MOUNT CARMEL EAST HOSPITAL
6001 East Broad Street, Columbus OH 43213-1570. 614/234-6262. **Fax:** 614/234-6611. **Contact:** Marla Bailey, Personnel Coordinator. **Description:** A hospital.

OHIO STATE UNIVERSITY MEDICAL CENTER
Means Hall, 1654 Upham Drive, Columbus OH 43210. 614/293-4995. **Recorded Jobline:** 614/293-4900. **Contact:** Human Resources. **Description:** An academic medical center with a three-fold mission of patient care, research, and teaching. **NOTE:** Please call the jobline for current openings. **Common positions include:** Biological Scientist/Biochemist; Computer Programmer; Computer Systems Analyst; EEG Technologist; Health Services Manager; Licensed Practical Nurse; Medical Records Technician; Nuclear Medicine Technologist; Occupational Therapist; Pharmacist; Physical Therapist; Physician; Radiologic Technologist; Recreational Therapist; Registered Nurse; Respiratory Therapist; Social Worker; Speech-Language Pathologist; Surgical Technician. **Educational backgrounds include:** Biology; Business Administration; Chemistry; Computer Science; M.D./Medicine; Marketing; Nursing; Physics. **Benefits:** Daycare Assistance; Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance; Vision Insurance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Research and Development. **Number of employees at this location:** 4,500.

PARK MEDICAL CENTER
1492 East Broad Street, Columbus OH 43205. 614/257-3000. **Contact:** Human Resources. **Description:** A medical center. **Common positions include:** Customer Service Representative; Radiologic Technologist; Registered Nurse; Respiratory Therapist.

PROVIDENCE HOSPITAL
2446 Kipling Avenue, Cincinnati OH 45239. 513/853-5000. **Contact:** Human Resources. **Description:** A hospital.

RELIANCE MEDICAL PRODUCTS
3535 Kings Mills Road, Mason OH 45040-2303. 513/398-3937. **Contact:** Human Resources. **Description:** A medical equipment manufacturer. The company primarily manufactures floor units and related equipment for optometrists.

RIVERSIDE METHODIST HOSPITAL
3535 Olentangy River Road, Columbus OH 43214. 614/261-5000. **Contact:** Human Resources Department. **Description:** A hospital.

ST. ELIZABETH MEDICAL CENTER
NORTH UNIT
401 East 20th Street, Covington KY 41014. 606/292-4322. **Contact:** Thomas Horton, Director of Human Resources. **Description:** A medical center. In ratings given by consumers in the greater Cincinnati area in 1994 (Brouillette Study), St. Elizabeth's received first or second ratings in nine of 12 categories. The medical center is recognized for its quality of medical treatment, courteous and helpful employees, reputation of doctors, modern equipment, emergency room, hospital cleanliness, patient rooms, parking facilities, and cost effectiveness. **Number of employees at this location:** 2,253.

ST. ELIZABETH MEDICAL CENTER
SOUTH UNIT
One Medical Village Drive, Edgewood KY 41017. 606/344-2000. **Contact:** Thomas Horton, Director of Human Resources. **Description:** A medical center. In ratings given by consumers in the greater Cincinnati area in 1994 (Brouillette Study), St. Elizabeth's received first or second ratings in nine of 12 categories. The medical center is recognized for its quality of medical treatment, courteous and helpful employees, reputation of doctors, modern equipment, emergency room, hospital cleanliness, patient rooms, parking facilities, and cost effectiveness.

SAINT JOSEPH HOSPITAL
One St. Joseph Drive, Lexington KY 40504. 606/278-3436. **Contact:** Robert Baker, Director of Human Resources. **Description:** The largest, private, not-for-profit hospital in central and eastern Kentucky and one of eight divisions of the Sisters of Charity of Nazareth Health Corporation. The hospital maintains a broad spectrum of specialized services. Saint Joseph Heart Institute employs cardiologists and cardiovascular surgeons and has more than 100 patient rooms, with more than 3,000 patients undergoing cardiac catheterizations and angioplasty procedures every year at Saint Joseph's. The Saint Joseph Cancer Center provides care for patients and their families with 32 private rooms, as well as a solarium and self-contained kitchen. Diagnostic options include CT scanning, nuclear medicine studies, X-rays, and Magnetic Resonance Imaging, as well as complex blood and tissue tests. Treatment by surgery, radiation therapy, and chemotherapy are available. Saint Joseph's also offers outpatient services, surgical services, medical/surgical and intensive care services, orthopedics and neurosciences, a sleep disorders center, mental health services, a chemical recovery center, emergency services, and aeromedical services.

SHRINERS BURNS INSTITUTE
3229 Burnet Avenue, Cincinnati OH 45229-3095. 513/872-6000. **Contact:** Human Resources. **Description:** A hospital which specializes in the treatment of child burn victims.

STRECKER CANCER CENTER
401 Matthew Street, Marietta OH 45750-1635. 614/376-5000. **Contact:** Human Resources. **Description:** A hospital which provides radiation and chemotherapy services for cancer patients.

U.S. DEPARTMENT OF VETERANS AFFAIRS MEDICAL CENTER
17273 State Route 104, Chillicothe OH 45601. 614/773-1141. **Contact:** Rodney Clemmons, Human Resources Manager. **Description:** The U.S. Department of Veterans Affairs (VA) was established March 15, 1989 to resume responsibility for providing federal benefits to veterans and their dependents. Headed by the Secretary of Veterans Affairs, VA is the second largest of the 14 cabinet departments and operates nationwide programs of health care, assistance services, and national cemeteries. The most visible of all the benefits and services is the health care system, which is one of the largest in the nation. From 54 hospitals in 1930, the medical center's health care system has grown to include 171 medical centers; more than 364 outpatient, community, and outreach clinics; 130 nursing home care units; and 37 domiciliaries. VA operates at least one medical center in each of the 48 contiguous states, Puerto Rico, and the District of Columbia. With approximately 76,000 medical center beds, VA treats nearly one million patients in hospitals; 75,000 in nursing home care units; and 25,000 in domiciliaries each year. The outpatient clinics register approximately 24 million visits per year.

U.S. DEPARTMENT OF VETERANS AFFAIRS MEDICAL CENTER
4100 West 3rd Street, Dayton OH 45428. 513/268-6511. **Contact:** Human Resources Department. **Description:** The U.S. Department of Veterans Affairs (VA) was established March 15, 1989 to resume responsibility for providing federal benefits to veterans and their dependents. Headed by the Secretary of Veterans Affairs, VA is the second largest of the 14 cabinet departments and operates nationwide programs of health care, assistance services, and national cemeteries. The most visible of all the benefits and services is the health care system, one of the largest in the nation. From 54 hospitals in 1930, the medical center's health care system has grown to include 171 medical centers; more than 364 outpatient, community, and outreach clinics; 130 nursing home care units; and 37 domiciliaries. VA operates at least one medical center in each of the 48 contiguous states, Puerto Rico, and the District of Columbia. With approximately 76,000 medical center beds, VA treats nearly one million patients in hospitals; 75,000 in nursing home care units; and 25,000 in domiciliaries each year. The outpatient clinics register approximately 24 million visits per year.

U.S. DEPARTMENT OF VETERANS AFFAIRS MEDICAL CENTER
3200 Vine Street, Cincinnati OH 45220. 513/861-3100. **Contact:** Clara E. Tratnell, Human Resources Manager. **Description:** The U.S. Department of Veterans Affairs (VA) was established March 15, 1989 to resume responsibility for providing federal benefits to veterans and their dependents. Headed by the Secretary of Veterans Affairs, VA is the second largest of the 14 cabinet departments and operates nationwide programs of health care, assistance services, and national cemeteries. The most visible of all the benefits and services is the health care system, one of the largest in the nation. From 54 hospitals in 1930, the medical center's health care system has grown to include 171 medical centers; more than 364 outpatient, community, and outreach clinics; 130 nursing home care units; and 37 domiciliaries. VA operates at least one medical center in each of the 48 contiguous states, Puerto Rico, and the District of Columbia. With approximately 76,000 medical center beds, VA treats nearly one million patients in hospitals; 75,000 in nursing home care units; and 25,000 in domiciliaries each year. The outpatient clinics register approximately 24 million visits per year.

U.S. DEPARTMENT OF VETERANS AFFAIRS MEDICAL CENTER
2250 Leestown Road, Lexington KY 40511. 606/233-4511. **Contact:** Mr. D.C. Schemonski, Personnel Director. **Description:** The U.S. Department of Veterans Affairs (VA) was established March 15, 1989 to resume responsibility for providing federal benefits to veterans and their dependents. Headed by the Secretary of Veterans Affairs, VA is the second-largest of the 14 cabinet departments and operates nationwide programs of health care, assistance services, and national cemeteries. The most visible of all the benefits and services is the health care system, which is one of the largest in the nation. From 54 hospitals in 1930, the medical center's health care system has grown to include 171 medical centers; more than 364 outpatient, community, and outreach clinics; 130 nursing home care units; and 37 domiciliaries each year. VA operates at least one medical center in each of the 48 contiguous states, Puerto Rico, and the District of Columbia. With approximately 76,000 medical center beds, VA treats nearly 1 million patients in hospitals; 75,000 in nursing home care units; and 25,000 in domiciliaries each year. The outpatient clinics register approximately 24 million visits per year. **Number of employees at this location:** 2,000.

UNITED STATES MEDICAL CORPORATION

7209 East Kemper Road, Cincinnati OH 45249. **Contact:** Human Resources. **Description:** Sells and services surgical laser systems. **NOTE:** This firm does not accept unsolicited resumes. Please respond to advertised openings only.

UNIVERSITY HOSPITAL

234 Goodman Street, Cincinnati OH 45267-0723. 513/558-1000. **Toll-free phone:** 800/800-6952. **Contact:** Employment Services. **Description:** A health care organization specializing in acute care and tertiary care. **Common positions include:** Human Resources Specialist; Licensed Practical Nurse; Pharmacist; Registered Nurse; Respiratory Therapist; Surgical Technician. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance.

UPPER VALLEY MEDICAL CENTER

3130 North Dixie Highway, Troy OH 45373. 513/332-7759. **Contact:** Tania Niehoff, Human Resources Manager/Recruitment. **Description:** A nearly 900-bed, non-profit health care system located just north of Dayton. The UVMC health care continuum encompasses two acute care hospitals; a specialty hospital for behavioral medicine; and 16 satellite facilities. **Common positions include:** Clinical Lab Technician; Computer Programmer; Computer Systems Analyst; Counselor; Dietician/Nutritionist; Licensed Practical Nurse; Medical Records Technician; Nuclear Medicine Technologist; Occupational Therapist; Physical Therapist; Radiologic Technologist; Recreational Therapist; Registered Nurse; Respiratory Therapist; Social Worker; Speech-Language Pathologist; Teacher. **Educational backgrounds include:** Computer Science; Health Care. **Benefits:** Daycare Assistance; Dental Insurance; Disability Coverage; Employee Discounts; Flexible Benefits; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance; Vision Plan. **Corporate headquarters location:** This Location. **Subsidiaries include:** Summitt Insurance. **Number of employees at this location:** 2,200.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

DENTISTS' OFFICES AND CLINICS

Dental Care One
Towne Mall, Franklin OH 45005.
513/422-1353.

DOCTORS' OFFICES AND CLINICS

Center For Cosmetic Surgery
222 Piedmont Avenue, Cincinnati OH 45219-4222. 513/475-8424.

Central Ohio Medical Group
497 E Town St, Columbus OH 43215-4779. 614/222-3300.

Cincinnati Center For Developmental
3300 Elland Ave, Cincinnati OH 45229-2804. 513/559-4688.

Comprehensive Care Center
722 Scott St, Covington KY 41011-2436. 606/431-2225.

Healthspring Medical Group
6611 Clyo Rd, Dayton OH 45459-2767. 513/291-2240.

Neurological Associates Inc.
777 West State Street, Columbus OH 43222-1526. 614/221-5189.

Principal Health Care of Columbus
8101 N High St, Columbus OH 43235-1406. 614/841-1240.

Prudential Health Care System
312 Elm St, Cincinnati OH 45202-2739. 513/784-7500.

Samaritan Family Care
8501 Troy Pike, Dayton OH 45424-1032. 513/233-2009.

United Healthcare of Ohio Inc.
3650 Olentangy River Rd, Columbus OH 43214-3454. 614/442-7100.

Upper Valley Professional Corp.
450 North Hyatt Street, Tipp City OH 45371-1433. 513/667-8418.

Wellington Ortho & Sports Medicine
4701 Creek Rd, Cincinnati OH 45242-8330. 513/733-8894.

Wright Health Associates
1222 S Patterson Blvd, Dayton OH 45402-2643. 513/227-3800.

HEALTH AND ALLIED SERVICES

Childrens Physician Referral Service
3333 Burnet Ave, Cincinnati OH 45229-3026. 513/559-4724.

Community Blood Center
1804 N Limestone St, Springfield OH 45503-2628. 513/399-2611.

Good Living Corporation
3530 Irwin Simpson Road,
Mason OH 45040-9766. 513/398-2252.

Hoxworth Blood Center
3130 Highland Avenue,
Cincinnati OH 45267. 513/558-1200.

Mercy Health System
2335 Grandview Avenue,
Cincinnati OH 45206-2219.
513/221-2736.

Plasma Alliance Inc.
165 E Helena St, Dayton OH
45404-1052. 513/224-1973.

HOME HEALTH CARE SERVICES

Bethesda Home Infusion Service
2531 Maple Ave, Zanesville OH
43701-1833. 614/452-2447.

Enriched Living
3870 Virginia Ave, Cincinnati
OH 45227-3431. 513/271-9610.

First Community And Living
1800 Riverside Dr, Columbus OH
43212-1855. 614/486-9511.

Lifecare Alliance Inc.
1699 W Mound St, Columbus OH
43223-1809. 614/278-3130.

Lifeline Home Health
376 Somerset St, Stanford KY
40484-1316. 606/365-9223.

North Central Home Health Agency
N Property Rd, New Castle KY
40050. 502/845-2761.

Nursefinders Of Columbus
6525 Busch Boulevard,
Columbus OH 43229-1789.
614/431-2020.

Nurses Registry & Home Health
7 E Pike St, Cynthiana KY
41031-1525. 606/234-0800.

Spaid Nursing Service
2366 Nicholasville Road,
Lexington KY 40503-3003.
606/277-5683.

Staff Builders Home Health Care Service
7039 Taylorsville Rd, Dayton OH
45424-3103. 513/233-2227.

Staff Builders Home Health Care Service
6797 North High Street,
Columbus OH 43085-2533.
614/888-7823.

Veterans Memorial Hospital
115 East Memorial Drive,
Pomeroy OH 45769-9572.
614/992-2104.

HOSPITALS AND MEDICAL CENTERS

Bethesda Inc.
4360 Cooper Rd, Cincinnati OH
45242-5636. 513/891-1622.

Careunit Hospital Of Cincinnati
3156 Glenmore Avenue,
Cincinnati OH 45211-6449.
513/481-8822.

Childrens Psychiatric Hospital of Northern Kentucky
PO Box 2680, Covington KY
41012. 606/578-3200.

Doctors Hospital Nelsonville
1950 Mount Saint Mary Drive,
Nelsonville OH 45764. 614/753-1931.

Franciscan Health System Of Cincinnati
2270 Banning Road, Cincinnati
OH 45239-6621. 513/853-5000.

Healthsouth Rehabilitation Hospital Northern
201 Medical Village Dr,
Edgewood KY 41017-3407.
606/341-2044.

Lawrence County Medical Center
2228 S 9th St, Ironton OH 45638-2585. 614/532-3231.

Oak Hill Community Medical Center
680 Jim Reese Rd, Oak Hill OH
45656-9658. 614/682-7717.

Pauline Warfield Lewis Center
1101 Summit Road, Cincinnati
OH 45237-2621. 513/948-3600.

Pike Community Hospital
100 Dawn Ln, Waverly OH
45690-9138. 614/947-2186.

Southeast Psychiatric Hospital
100 Hospital Drive, Athens OH
45701-2301. 614/594-5000.

St. Claire Medical Center
222 Medical Circle, Morehead
KY 40351-1179. 606/783-6500.

Sycamore Hospital
2150 Leiter Rd, Miamisburg OH
45342-3698. 513/866-0551.

MEDICAL EQUIPMENT

Artromick International Inc.
4800 Hilton Corporate Dr,
Columbus OH 43232-4150.
614/864-9966.

Clopay Corp.
531 E 4th St, Augusta KY 41002-1160. 606/756-2131.

Ethicon Endo-Surgery Inc.
4545 Creek Rd, Cincinnati OH
45242-2803. 513/786-7000.

Medex Inc.
6250 Shier Rings Rd, Dublin OH
43016-1295. 614/889-2220.

Midmark Corporation
60 Vista Dr, Versailles OH
45380-9488. 513/526-3662.

New Dimensions In Medicine Inc.
PO Box 1408, Dayton OH 45401-1408. 513/294-1767.

MEDICAL EQUIPMENT AND SUPPLIES WHOLESALE

Lift U Division Hogan Manufacturing Inc.
Old Sparta Rd, New Liberty KY
40355. 502/463-2325.

Pulmonary Care Inc.
4900 Blazer Parkway, Dublin OH
43017-3357. 614/764-0550.

Veterinarian & Poultry Supply Company
115 W Cross, Ansonia OH
45303. 513/337-5651.

NURSING AND PERSONAL CARE FACILITIES

Three Rivers Nursing & Rehabilitation
7800 Jandaracres Drive,
Cincinnati OH 45248-2032.
513/941-0787.

Able Manor Nursing Home
2927 Douglas Ter, Cincinnati OH
45212-1941. 513/531-6676.

ABP Leibold Home For Aged
476 Riddle Rd, Cincinnati OH 45220-2411. 513/281-8001.

Adam's Lane Care Center
1122 Taylor Street, Zanesville OH 43701-2658. 614/454-9769.

Adams County Manor
10856 State Route 41, West Union OH 45693-9671. 513/544-2205.

Alaska Nursing Home
3584 Alaska Avenue, Cincinnati OH 45229-2598. 513/281-7782.

Alta Nursing Home
20 Livingston Avenue, Dayton OH 45403-2938. 513/253-4673.

Altercare Of Mason
5640 Cox Smith Rd, Mason OH 45040-2210. 513/398-2881.

Ambassador North Nursing Home
5501 Verulam Avenue, Cincinnati OH 45213-2417. 513/531-3654.

Americare Circleville Nursing & Rehabilitation
1155 Atwater Avenue, Circleville OH 43113-1301. 614/477-1695.

Americare Homestead Nursing & Rehabilitation
1900 East Main Street, Lancaster OH 43130-9302. 614/653-8630.

Americare New Lexington Nursing & Rehabilitation
920 South Main Street, New Lexington OH 43764-1552. 614/342-5161.

Annie Walker Nursing Home
PO Box 639, Mount Sterling KY 40353-0639. 606/498-6397.

Arbors At Hilliard
5471 Scioto Darby Road, Hilliard OH 43026-1310. 614/876-7356.

Arbors At London
218 Elm St, London OH 43140-2130. 614/852-3100.

Arbors At Marietta
400 7th St, Marietta OH 45750-2024. 614/373-3597.

Arcadia Acres Nursing Home
20017 State Route 93 S, Logan OH 43138-8781. 614/385-2461.

Arlington Court
1605 NW Professional Plz, Columbus OH 43220-3885. 614/451-5677.

Arlington Nursing Home
98 S 30th St, Newark OH 43055-1998. 614/344-0303.

Auburn Manor
375 Glenn Ave, Washington Court House OH 43160-1776. 614/335-9270.

Barnesville Health Care Center
400 Carrie Ave, Barnesville OH 43713-1317. 614/425-3648.

Batavia Nursing & Convalescent Home
4000 Golden Age Dr, Batavia OH 45103-1913. 513/732-6500.

Batavia Nursing Home
280 South Fourth Street, Batavia OH 45103-2835. 513/732-1535.

Bayley Place
990 Bayley Place Dr, Cincinnati OH 45233-1664. 513/347-5500.

Beckett House At New Concord
1280 Friendship Dr, New Concord OH 43762-1024. 614/826-7649.

Beechwood Home
2140 Pogue Ave, Cincinnati OH 45208-3299. 513/321-9294.

Bell Nursing Home
309 Main Street North, Kimbolton OH 43749-9772. 614/432-7717.

Bell Nursing Home Inc.
42350 National Rd, Belmont OH 43718-9727. 614/782-1561.

Belle Manor Nursing Home
107 N Pike St, New Carlisle OH 45344-1817. 513/845-3561.

Berea Health Care Center
601 Richmond Rd N, Berea KY 40403-1056. 606/986-4710.

Best Care Nursing & Rehabilitation Center
2159 Dogwood Ridge Rd, Wheelersburg OH 45694-9044. 614/574-2558.

Bethany Lutheran Village
6451 Far Hills Ave, Dayton OH 45459-2792. 513/433-1177.

Bethesda Scarlet Oaks Retirement Home
440 Lafayette Ave, Cincinnati OH 45220-1022. 513/861-0400.

Blanchester Care Center
839 Cherry St, Blanchester OH 45107-1395. 513/783-4911.

Blue Ash Nursing Home
4900 Cooper Rd, Cincinnati OH 45242-6987. 513/793-3362.

Bracken Health Care
RR 2, Augusta KY 41002-9804. 606/756-2156.

Bradford Square
1040 US Highway 127 S, Frankfort KY 40601-4326. 502/875-5600.

Brethren's Home
750 Chestnut St, Greenville OH 45331-1397. 513/223-0016.

Bristol House
1169 Bryden Rd, Columbus OH 43205-1988. 614/258-6623.

Bristol Hse Springfield
1365 1/2 Seminole Ave, Springfield OH 45506-3221. 513/322-3436.

Bristol Pavilion & Convalescent Center
444 Cherry St, Waverly OH 45690-1240. 614/947-2113.

Britthaven Of Prospect
6301 Bass Rd, Prospect KY 40059-9303. 502/228-8359.

Broadview Health Center
5151 N Hamilton Rd, Columbus OH 43230-1313. 614/337-1066.

Brookhaven Nursing & Care Center
1 Country Ln, Brookville OH 45309-9269. 513/833-2133.

Brookwood Retirement Community
12100 Reed Hartman Hwy, Cincinnati OH 45241-6036. 513/530-9555.

Brown Memorial Home Inc.
158 E Mound St, Circleville OH 43113-1702. 614/474-6238.

Bryant Health Center
2932 S 5th St, Ironton OH 45638-2865. 614/532-6188.

Burlington House Ltd.
2222 Springdale Rd, Cincinnati OH 45231-1805. 513/851-7888.

Butler County Care Facility
1800 Hamilton Princeton Rd, Hamilton OH 45011-4742. 513/887-3728.

Byrnes Convalescent Center Inc.
2203 Fulton Ave, Cincinnati OH 45206-2504. 513/751-1752.

Camargo Manor
7625 Camargo Rd, Cincinnati OH 45243-3196. 513/561-6210.

Cambridge Health & Rehabilitation Center
1471 Wills Creek Valley Dr, Cambridge OH 43725-9265. 614/439-4437.

Canterbury Villa
80 Miller St, Centerburg OH 43011-9741. 614/625-6873.

Carlisle Manor Health Care Inc.
730 Hillcrest Ave, Franklin OH 45005-7399. 513/746-2662.

Carlton Manor
726 Rawlings St, Washington Court House OH 43160-1598. 614/335-7143.

Carmel Manor
100 Carmel Manor Dr, Fort Thomas KY 41075-2395. 606/781-5111.

Carriage Inn Dayton Nursing Center
5040 Philadelphia Drive, Dayton OH 45415-3604. 513/278-0404.

Catalpa Manor Nursing Center
3650 Klepinger Rd, Dayton OH 45416-1999. 513/278-0663.

Cedar Hill Care Center
PO Box 3326, Zanesville OH 43702-3326. 614/454-6823.

Cedars Of Lebanon Nursing Center
102 East Silver Street, Lebanon OH 45036-1812. 513/932-0300.

Cedars Of Lebanon Nursing Center
337 South Harrison Street, Lebanon KY 40033-1150. 502/692-3121.

Center of Hope
907 East Central Street, Union City OH 45390-1605. 513/968-5284.

Champaign Nursing Home Inc.
2380 South US Highway 68, Urbana OH 43078-9470. 513/653-5291.

Christian Care of Cincinnati
1067 Compton Rd, Cincinnati OH 45231-4661. 513/522-5553.

Christian Health Center Lexington
1500 Trent Boulevard, Lexington KY 40515-1930. 606/272-2273.

Clifton Care Center
625 Probasco St, Cincinnati OH 45220-2710. 513/281-2464.

Clifton Villa
515 Martin Luther King Dr E, Cincinnati OH 45229-3316. 513/961-2853.

Clovernook Nursing Center
7025 Clovernook Avenue, Cincinnati OH 45231-5557. 513/522-2033.

College Park Residential Living Centers
22000 Orchard St, W Lafayette OH 43845-9613. 614/545-6366.

Collinswood
789 Stoneybrook Trail, Fairborn OH 45324-6021. 513/878-0262.

Colonial House Nursing Home
708 Bartley Ave, Bardstown KY 40004-1240. 502/348-9260.

Colonial Manor
508 South Main Street, Middletown OH 45044-4299. 513/423-3882.

Columbia Health Care Center
21 W Columbia Ave, Cincinnati OH 45215-3311. 513/554-1141.

Columbus Colony Elderly Care Inc.
1150 Colony Dr, Westerville OH 43081-3624. 614/891-5055.

Columbus Quality Care Nursing Center
4301 Clime Road North, Columbus OH 43228-3403. 614/276-4400.

Columbus Rehabilitation & Subacute Institute
44 S Souder Ave, Columbus OH 43222-1539. 614/228-5900.

Coshocton Health Care Center
100 S Whitewoman St, Coshocton OH 43812-1068. 614/622-1220.

Country Court
1076 Coshocton Ave, Mount Vernon OH 43050-1499. 614/397-4125.

Court House Manor
250 Glenn Ave, Wshngtn Ct Hs OH 43160-1792. 614/335-9290.

Covington Care Center
75 Mote Dr, Covington OH 45318-1245. 513/473-2075.

Crestview Manor
4381 Tonawanda Trl, Dayton OH 45430-1961. 513/426-5033.

Crestview Manor Nursing Home Inc.
925 Becks Knob Rd, Lancaster OH 43130-8800. 614/654-2634.

Crestview Parke
2420 Harrison Ave, Cincinnati OH 45211-7926. 513/481-1100.

Crestwood Care Center Inc.
6200 Pleasant Ave, Fairfield OH 45014-4625. 513/829-5349.

Crestwood Nursing Center
141 Willetsville Pike, Hillsboro OH 45133-9476. 513/393-6700.

Daly Parke Nursing Home
6300 Daly Rd, Cincinnati OH 45224-2139. 513/542-6800.

Darby Square Nursing & Rehabilitation Facility
2770 Palumbo Dr, Lexington KY 40509-1220. 606/263-2410.

Deer Park Nursing Home
6922 Ohio Ave, Cincinnati OH 45236-3599. 513/793-2090.

Delaware Court Health Care Center
4 New Market Ln, Delaware OH 43015-2258. 614/369-6400.

Deupree St. Luke Retirement Community
4001 Rosslyn Dr, Cincinnati OH 45209-1111. 513/272-0600.

Dover Manor Inc. Nursing Home
112 Dover Dr, Georgetown KY 40324-9745. 502/863-9529.

Eagle Creek Nursing Center
141 Spruce Ln, West Union OH 45693-9668. 513/544-5531.

East Galbraith Health Care Center
3889 East Galbraith Road, Cincinnati OH 45236-1514. 513/793-5220.

Eastgate Health Care Center
4400 Glen Este Withamsville Rd, Cincinnati OH 45245-1306. 513/752-3710.

Eastland Care Center
2425 Kimberly Pkwy E, Columbus OH 43232-4295. 614/868-9306.

Echo Manor
10270 Blacklick Eastern Rd, Pickerington OH 43147-9225. 614/864-1718.

Edgemont Manor
PO Box 428, Cynthiana KY 41031-0428. 606/234-4595.

Edgewood Manor of Wellston Inc.
405 North Park Avenue, Wellston OH 45692-1111. 614/384-5611.

Edgewood Manor of Westerville Inc.
140 North State Street, Westerville OH 43081-1426. 614/882-4055.

Englewood Manor Nursing Home Inc.
20 Union Boulevard, Englewood OH 45322-1299. 513/836-5143.

Evergreen Manor Nursing Home
36 Griswold St, Delaware OH 43015-1717. 614/362-6031.

Fair Haven Shelby County Home
2901 Fair Rd, Sidney OH 45365-9534. 513/492-6900.

Fairview Manor Nursing Home
Ullman St, Beverly OH 45715. 614/984-4262.

Fairview Manor Nursing Home
1804 Kinney Avenue, Cincinnati OH 45207-1824. 513/221-0433.

Federal Hill MNR Nursing & Convalescent Home
120 Federal Hill MNR, Bardstown KY 40004-2048. 502/348-4220.

Fellowship Home
642 N 3rd St, Danville KY 40422-1125. 606/236-3972.

Forestview
610 Forest Ave, Cincinnati OH 45229-2649. 513/751-4900.

Franklin Manor Nursing Home
Old Soldiers Ln, Frankfort KY 40601. 502/875-7272.

Franklin Nursing Center Sidney
510 Buckeye Ave, Sidney OH 45365-1298. 513/492-3171.

Franklin Nursing Center Vandalia
208 North Cassel Road, Vandalia OH 45377-2999. 513/898-4202.

Franklin Woods Health Care Center
2770 Clime Rd, Columbus OH 43223-3626. 614/276-8222.

Friendly Nursing Home
542 East Linden Avenue, Miamisburg OH 45342-2892. 513/866-4051.

Friends Care Center Of Yellow Springs
150 East Herman Street, Yellow Springs OH 45387-1692. 513/767-7363.

Friendship Manor
PO Box 307, Pewee Valley KY 40056-0307. 502/241-8821.

Friendship Village of Dublin
6000 Riverside Dr, Dublin OH 43017-1492. 614/764-1600.

Gade Nursing Home
405 Chestnut St, Greenville OH 45331-1306. 513/548-1993.

Gahanna Care Center
121 James Rd, Columbus OH 43230-2825. 614/475-7222.

Gallatin Health Care
401 Center Ave, Warsaw KY 41095-9754. 606/567-4548.

Gardenview Nursing Home
3544 Washington Avenue, Cincinnati OH 45229-2695. 513/751-2241.

Garrard Convalescent Home
425 Garrard St, Covington KY 41011-2562. 606/581-9393.

Gaulden Manor
225 Hansberger Ave, Baltimore OH 43105-1322. 614/862-8093.

Glen Meadows
3472 Hamilton Mason Rd, Hamilton OH 45011-5437. 513/863-3100.

Glen Wood Nursing Center
3800 Summit Glen Rd, Dayton OH 45449-3647. 513/436-2273.

Glencare Center
548 Glenwood Ave, Cincinnati OH 45229-2016. 513/961-8881.

Goldcrest Nursing Home
3663 Reading Rd, Cincinnati OH 45229-2198. 513/861-1036.

Golden Age Retirement Home
3635 Reading Rd, Cincinnati OH 45229-2313. 513/281-1922.

Golden Years Convalescent Center
2125 Royce St, Portsmouth OH 45662-4714. 614/354-6635.

Golden Years Nursing Home
2436 Old Oxford Rd, Hamilton OH 45013-9332. 513/893-0471.

Good Shepherd Community Care Center
2120 E 5th Ave, Columbus OH 43219-2577. 614/258-8437.

Grant Manor Health Care Center
201 Kimberly Ln, Williamstown KY 41097-9476. 606/824-7803.

Green Meadows Health Care Center Inc.
310 Boxwood Run, Mt Washington KY 40047-7143. 502/538-3500.

Green Valley Health Care Center
1206 11th St, Carrollton KY 41008-9704. 502/732-6683.

Greenbriar Convalescent Center
1242 Crescent Dr, Wheelersburg OH 45694-9376. 614/574-8441.

Greene Oaks Health Center
164 Office Park Dr, Xenia OH
45385-1647. 513/376-7387.

Greenwood Manor
925 Greenwood Ave, Hamilton
OH 45011-1899. 513/867-8334.

Greenwood Manor
711 Dayton Xenia Rd, Xenia OH
45385-2607. 513/376-7550.

Hallmark Care Center Inc.
605 Front St, Portsmouth OH
45662-3911. 614/353-5535.

Harrodsburg Health Care Center
853 Lexington Rd, Harrodsburg
KY 40330-1260. 606/734-7791.

Healthcare Center At The Forum
4590 Knightsbridge Blvd,
Columbus OH 43214-4327.
614/451-6766.

Heartland Fairfield Nursing Center
PO Box 248, Pleasantville OH
43148-0248. 614/536-7381.

Heartland Health Care Center
1537 N Limestone St, Lexington
KY 40505-3246. 606/252-6673.

Heartland Oak Ridge Nursing Home
450 Oak Ridge Blvd, Miamisburg
OH 45342-3673. 513/866-8885.

Heartland of Beavercreek
1974 N Fairfield Rd, Beavercreek
OH 45432-2799. 513/429-1106.

Heartland of Chillicothe
1058 Columbus St, Chillicothe
OH 45601-2810. 614/773-5000.

Heartland of Jackson
8668 State Route 93, Jackson OH
45640-9728. 614/286-5026.

Heartland of Kettering
3313 Wilmington Pike, Dayton
OH 45429-4023. 513/298-8084.

Heartland of Marysville
755 South Plum Street,
Marysville OH 43040-1691.
513/644-8836.

Heartland of Portsmouth
20 Easter Dr, Portsmouth OH
45662-8659. 614/354-4505.

Heartland of Riverview
Rd 4 South Point, South Point OH
45680. 614/894-3287.

Heartland of Springfield
2615 Derr Rd, Springfield OH
45503-2445. 513/390-0005.

Heartland of Urbana
741 E Water St, Urbana OH
43078-2197. 513/652-1381.

Heartland Victorian Village
920 Thurber Dr W, Columbus
OH 43215-1247. 614/464-2273.

Heath Nursing & Convalescent Center
717 S 30th St, Newark OH
43056-1244. 614/522-1171.

Heathergreene II
4960 US Route 35 E, Jamestown
OH 45335-1799. 513/675-3311.

Heathergreene Nursing Homes
126 Wilson Dr, Xenia OH 45385-
1899. 513/376-2121.

Heffners Ivy Nursing Home
5596 Elbon Rd, Waynesville OH
45068-9440. 513/932-3950.

Hempstead Manor
727 8th St, Portsmouth OH
45662-4020. 614/354-8631.

Hickory Creek Nursing Center
3421 Pinnacle Rd, Dayton OH
45418-2999. 513/268-3488.

Hickory Creek Nursing Center
51 E 4th St, The Plains OH
45780-1346. 614/797-4561.

Highlands Ft. Thomas Nursing Home
960 Highland Ave, Fort Thomas
KY 41075-1707. 606/572-0660.

Hill Top Lodge Nursing & Convalescent
521 E High St, Owingsville KY
40360-2104. 606/674-6062.

Hill View Health Care Facility
1610 28th St, Portsmouth OH
45662-2641. 614/354-3135.

Hillandale Health Care Inc.
4195 Hamilton Mason Rd,
Hamilton OH 45011-5415.
513/868-2266.

Hillandale Health Care Inc.
9018 Cinti-Colmbs Rd, West
Chester OH 45069. 513/777-
6363.

Hillcrest Nursing Home
1765 Painter Rd, Fredericktown
OH 43019-9102. 419/886-3931.

Hillcrest Nursing Home
3564 Lawshe Rd, Peebles OH
45660-9762. 513/386-2522.

Hillebrand Nursing Center
4307 Bridgetown Rd, Cincinnati
OH 45211-4494. 513/574-4550.

Hillside Nursing Home
3539 Eden Ave, Cincinnati OH
45229-2496. 513/861-1482.

Hillview Nursing Home
2025 Wyoming Ave, Cincinnati
OH 45205-1199. 513/251-2557.

Homestead Nursing Center
1608 Versailles Rd, Lexington
KY 40504-2499. 606/252-0871.

Homestead Nursing Center
50 Spring Street, New Castle KY
40050. 502/845-2861.

Hope House Manor Care Center Inc.
2317 E Home Rd, Springfield OH
45503-2520. 513/399-9217.

Hospice East
24 W Lexington Ave, Winchester
KY 40391-1983. 606/744-9866.

Hospice Of Hope
One W McDonald Pkwy,
Maysville KY 41056-1138.
606/564-4848.

Hospitality Homes
1384 N Monroe Dr, Xenia OH
45385-1653. 513/372-8081.

Huston Nursing Home
State Rte 160, Hamden OH
45634. 614/384-3485.

Integratd Health Services West Carrollton
115 Elmwood Cir, W Carrollton
OH 45449-2428. 513/866-3814.

Integrated Health Services Bellbrook
1957 N Lakeman Dr, Bellbrook
OH 45305-1213. 513/848-8421.

Integrated Health Services Huber Heights
5440 Charlesgate Rd, Huber

Heights OH 45424-1049.
513/236-6707.

Irvine Health Care Center
411 Wallace Dr, Irvine KY
40336-9418. 606/723-5153.

Isabelle Ridgway Nursing Center
1520 Hawthorne Ave, Columbus
OH 43203-1762. 614/252-4931.

Jackson Manor
121 State Road 3444, Annville
KY 40402-8701. 606/364-5197.

Jenkins Memorial Health Facility
142 Jenkins Memorial Rd,
Wellston OH 45692-9561.
614/384-2119.

Jewish Federation Greater Dayton
4911 Covenant House Dr,
Trotwood OH 45426-2007.
513/837-2651.

Jo Lin Health Center Annex
1050 Clinton St, Ironton OH
45638-2876. 614/533-9515.

Johnson-Mathers Nursing Home
2323 Concrete Rd, Carlisle KY
40311-9721. 606/289-7181.

Johnston Nursing Home
1246 E Main St, Lancaster OH
43130-4057. 614/653-1410.

Judson Village Retirement Community
2373 Harrison Ave, Cincinnati
OH 45211-7927. 513/662-5880.

Kenwood House
130 Meadowlark Dr, Richmond
KY 40475-2238. 606/623-9472.

Ketcham Nursing Home
State Rte 37E, Crooksville OH
43731. 614/342-2877.

Kettering Convalescent Center
1150 W Dorothy Ln, Dayton OH
45409-1399. 513/293-1152.

Koester Pavillion
3232 North County Road 25A,
Troy OH 45373-1395. 513/339-5946.

Lebanon Country Manor
700 Monroe Rd, Lebanon OH
45036-1409. 513/932-0105.

Lebanon Health Care Center
115 Oregonia Rd, Lebanon OH
45036-1983. 513/932-1121.

Lebanon Nursing Home
220 S Mechanic St, Lebanon OH
45036-2212. 513/932-4861.

Leigh-Lane Care Center
238 S Washington St, Greenfield
OH 45123-1467. 513/981-3349.

Lexington Manor Health Care Center
353 Waller Ave, Lexington KY
40504-2974. 606/252-3558.

Life Care Center of Morehead
933 N Tolliver Rd, Morehead KY
40351-1347. 606/784-7518.

Lindy Manor Nursing Home
1153 Lindy Ave, Cincinnati OH
45215-2344. 513/733-4240.

Locust Ridge Nursing Home Inc.
12745 Elm Corner Rd,
Williamsburg OH 45176-9621.
513/444-2920.

Logan Elm Health Care Center
370 Tarlton Rd, Circleville OH
43113-9136. 614/837-1938.

Logan Elm Health Care Center
300 Arlington Ave, Logan OH
43138-1797. 614/385-2155.

Loveland Health Care Center Inc.
501 N 2nd St, Loveland OH
45140-9640. 513/683-0010.

LPN Health Care Facility
151 Price Rd, Newark OH 43055-3317. 614/366-2321.

Madeira Nursing Center Inc.
6940 Stiegler Ln, Cincinnati OH
45243-2635. 513/561-6400.

Madison Manor
131 Meadowlark Dr, Richmond
KY 40475-2235. 606/623-3564.

Madonna Manor Inc.
2344 Amsterdam Rd, Villa Hills
KY 41017-3712. 606/341-3981.

Mann Nursing Home
25 W Home St, Westerville OH
43081-1497. 614/882-2565.

Manor Care
2250 Banning Rd, Cincinnati OH
45239-6608. 513/591-0400.

Manor Care
5970 Kenwood Rd, Cincinnati
OH 45243-2930. 513/561-4111.

Marietta Convalescent Center
117 Bartlett St, Marietta OH
45750-2699. 614/373-1867.

Marietta Place
60 Marietta Rd, Chillicothe OH
45601-9433. 614/772-5900.

Mary Scott Nursing Center Inc.
3109 Campus Dr, Dayton OH
45406-4100. 513/278-0761.

Masonic Home of Kentucky
3701 Frankfort Ave, Masonic
Home KY 40041. 502/897-4907.

Masonic Home of Shelbyville
711 Frankfort Rd, Shelbyville KY
40065-9447. 502/633-3486.

Mayfair Manor Nursing Convalescent Center
3300 Tates Creek Rd, Lexington
KY 40502-3497. 606/266-2126.

Mayfair Village Rehabilitation & Nursing Center
3000 Bethel Rd, Columbus OH
43220-2262. 614/889-6320.

Maysville Extended Care
620 Parker Rd, Maysville KY
41056-9620. 606/564-4085.

McAuley Center
906 Scioto St, Urbana OH 43078-2299. 513/653-5432.

McV-Health Care Facilities
411 Western Row Rd, Mason OH
45040-1438. 513/398-1486.

Meadow Wood Nursing Home
Stevens Ave, Georgetown OH
45121. 513/378-3727.

Meadowbrook Health Care Center
8211 Weller Rd, Cincinnati OH
45242-3208. 513/489-2444.

Meadowbrook Health Care Center
2020 Cambridge Dr, Lexington
KY 40504-1912. 606/252-6747.

Medco Center of Springfield
120 E Grundy Ave, Springfield
KY 40069-1168. 606/336-7771.

Mercy Siena Woods
235 W Orchard Springs Dr,

Dayton OH 45415-9930.
513/278-8211.

Mercy St. Theresa Center
7010 Rowan Hill Dr, Cincinnati
OH 45227-3313. 513/271-7010.

Miami Christel Manor
1120 Dunaway St, Miamisburg
OH 45342-3839. 513/866-9089.

Miami Haven Nursing Home
5485 State Route 128, Cleves OH
45002-9704. 513/353-2900.

Minerva Park Place Nursing Home
5460 Cleveland Ave, Columbus
OH 43231-4095. 614/882-2490.

MNR Care Nursing & Rehabilitation
140 Old County Line Rd,
Westerville OH 43081-1002.
614/882-1511.

Monroe County
47045 Moore Ridge Rd,
Woodsfield OH 43793-9484.
614/472-0144.

Monterey Nursing Care Center
3929 Hoover Rd, Grove City OH
43123-2853. 614/875-7700.

Morgan County Care Center
856 S Riverside Dr NE,
McConnelsville OH 43756-9102.
614/962-5303.

Morning View Care Center
14961 N Old 3C Rd, Sunbury OH
43074-9716. 614/965-3984.

Morning View Care Center
4531 Columbus Rd, Centerburg
OH 43011-9401. 614/625-5401.

Morning View Care Center
25326 Snively Rd, Danville OH
43014-9761. 614/599-6357.

Mount Washington Care Center
6900 Beechmont Ave, Cincinnati
OH 45230-2998. 513/231-4561.

Mt. Healthy Christian Home
8097 Hamilton Avenue,
Cincinnati OH 45231-2321.
513/931-5000.

Newark Healthcare Centre
75 McMillen Dr, Newark OH
43055-1888. 614/344-0357.

Northside Manor Living Center
13 Avalon Rd, Mount Vernon OH
43050-1403. 614/397-3200.

Northview Senior Living Center
267 N Main St, Johnstown OH
43031-1018. 614/967-7896.

Norworth Convalescent Center Inc.
6830 N High St, Worthington OH
43085-2582. 614/888-4553.

Oak Creek Terrace
2316 Springmill Rd, Dayton OH
45440-2500. 513/439-1454.

Oakland Nursing Center
175 Chillicothe Ave, Hillsboro
OH 45133-1594. 513/393-1925.

Oakside Nursing Home
3545 Eden Ave, Cincinnati OH
45229-2401. 513/861-1483.

Oakwood Village
1500 Villa Rd, Springfield OH
45503-1656. 513/390-9000.

Ohio District Council Nursing Home
3125 East Pike, Zanesville OH
43701-9681. 614/452-4351.

Ohio Valley Manor Convalescent Center
5280 US Highway 62, Ripley OH
45167-9739. 513/392-4318.

Orthodox Jewish Home
1171 Towne St, Cincinnati OH
45216-2297. 513/242-1360.

Otterbein Homes
585 N State Route 741, Lebanon
OH 45036-9551. 513/933-5400.

Overbook Center
333 Page St, Middleport OH
45760-1391. 614/992-6472.

Owenton Manor
Hwy 127 N, Owenton KY 40359.
502/484-5721.

Oxford View Nursing Center
6099 Fairfield Rd, Oxford OH
45056-1596. 513/523-6353.

Parmiter Nursing Home
800 N Main St, Malta OH 43758-
9006. 614/962-6698.

Patterson Health Center
71 Woodland Ave, Columbus OH
43203-1768. 614/258-7424.

Pickerington Health Care Center
1300 Hill Rd N, Pickerington OH
43147-9699. 614/863-1858.

Pillars Health Care Inc.
336 W Columbia St, Springfield
OH 45504-2618. 513/323-9104.

Pine Crest Nursing Home
463 E Pike St, Morrow OH
45152-1221. 513/899-2801.

Pine Meadows Health Care
1608 Hill Rise Dr, Lexington KY
40504-2513. 606/254-2402.

Pinecrest Care Center
170 Pinecrest Dr, Gallipolis OH
45631-1358. 614/446-7112.

Pineview Manor Inc.
4136 Germany Rd, Beaver OH
45613-9421. 614/226-3074.

Pioneer Trace Nursing Home
115 Pioneer Terrace,
Flemingsburg KY 41041-9659.
606/845-2131.

Piqua Manor
1840 W High St, Piqua OH
45356-9399. 513/773-0040.

Pleasant Hill Manor
7143 US Highway 23, Piketon
OH 45661-9527. 614/289-2394.

Quaker Heights Nursing Home
514 High St, Waynesville OH
45068-9784. 513/897-6050.

Red Carpet Health Care Center
8420 Georgetown Rd, Cambridge
OH 43725-9770. 614/439-4401.

Red Haven Nursing Home Inc.
751 Grenwd Ave, Cincinnati OH
45229. 513/751-1157.

Regency Manor
2000 Regency Manor Cir,
Columbus OH 43207-1778.
614/445-8261.

Rest Haven Nursing Home Inc.
1096 N Ohio St, Greenville OH
45331-2919. 513/548-4405.

Ridgewood Nursing Center
1600 Saint Paris Pike, Springfield
OH 45504-1297. 513/399-8131.

River Valley Nursing Home
305 Taylor, Butler KY 41006.
606/472-2217.

Riverside Nursing Center
1100 E State Rd,
Newcomerstown OH 43832-
9446. 614/498-5165.

Riverside Nursing Center
1390 King Tree Dr, Dayton OH
45405-1401. 513/278-0723.

Riverview Nursing Community
5999 Bender Rd, Cincinnati OH
45233-1601. 513/922-1440.

Robertson County Health Care
RR 2 Box 170, Mount Olivet KY
41064-9730. 606/724-5020.

Rockmill Rehabilitation Center
3680 Dolson Ct, Carroll OH
43112-9721. 614/654-0641.

Rocksprings Rehabilitation Center
36759 Rocksprings Rd, Pomeroy
OH 45769-9730. 614/992-6606.

Rose Garden Nursing Home Inc.
303 N Main St, Mount Vernon
OH 43050-2045. 614/393-2046.

Rose Manor Health Care Facility
3057 North Cleveland Road,
Lexington KY 40516-9617.
606/259-1406.

Rosedale Manor
4250 Glenn Ave, Covington KY
41015-1641. 606/431-2244.

Rosegate Care Center
1850 Crown Park Ct, Columbus
OH 43235-2400. 614/459-7293.

Royal Manor Nursing Home
100 Sparks Avenue, Nicholasville
KY 40356-1004. 606/885-4171.

Russell Nursing Homes
5176 Washington Rd, Albany OH
45710-9400. 614/698-3631.

Saint Clare Hospice
307 West Sun Street, Morehead
KY 40351-1559. 606/784-6086.

Saint John's Center
100 W McCreight Ave,
Springfield OH 45504-1815.
513/399-9910.

Saint Margaret Hall
1960 Madison Rd, Cincinnati OH
45206-1828. 513/751-5880.

Saint Raphael's Home For Aged
1550 Roxbury Rd, Columbus OH
43212-2724. 614/486-0436.

Salem Park Nursing Home
6128 Salem Rd, Cincinnati OH
45230-2798. 513/231-8292.

Sansbury Memorial Infirmary
2645 Bardstown Rd, St Catharine
KY 40061-9435. 606/336-3974.

Sarah Moore Home
47 E William St, Delaware OH
43015-2386. 614/362-9641.

Scenic Hills Nursing Center
311 Buke Ridge Rd, Bidwell OH
45614. 614/446-7150.

Schroder Manor
1302 Millville Ave, Hamilton OH
45013-3999. 513/567-1300.

SEM
225 Cleveland Ave, Milford OH
45150-1099. 513/248-1270.

Sharonview Nursing Home
125 E National Rd, South Vienna
OH 45369-9742. 513/568-4342.

Shawnee Care Center
1925 Mabert Rd, Portsmouth OH
45662-3308. 614/858-6641.

Shelby Care Center
705 Fulton St, Sidney OH 45365-
3203. 513/492-9591.

Shelby Manor Health Center
100 Church View St, Shelbyville
KY 40065-1676. 502/633-2691.

Shiloh Springs Care Center
3500 Shiloh Springs Rd,
Trotwood OH 45426-2260.
513/854-1180.

Somerset Quality Care Nursing
411 S Columbus St, Somerset OH
43783-9503. 614/743-2924.

Springmeade Health Center
4375 S County Road 25A, Tipp
City OH 45371-2956. 513/667-
7500.

St. Leonard Center
8100 Clyo Rd, Dayton OH
45458-2720. 513/433-0480.

St. Rita's Home For The Aged
880 Greenlawn Ave, Columbus
OH 43223-2616. 614/443-9433.

Stanford House
105 Harmon Hts, Stanford KY
40484-1100. 606/365-2141.

Stanton Nursing Center
31 Derickson Ln, Stanton KY
40380-2153. 606/663-2846.

Star Nursing Home
40060 National Rd, Bethesda OH
43719-9763. 614/782-1944.

Stillwater Center
8100 N Main St, Dayton OH
45415-1701. 513/890-0646.

Summit Acres
44565 Olive Twp Rd 497,
Caldwell OH 43724. 614/732-
2364.

Summit Nursing Home
2586 Lafeuille Ave, Cincinnati
OH 45211-8299. 513/662-2444.

Sunbury Nursing Home
144 N Columbus St, Sunbury OH
43074-9223. 614/965-4915.

Sunny Vee Nursing Home
54 W Lincoln Ave, Delaware OH
43015-1614. 614/363-1587.

Sunnybreeze Healthcare
350 Hancock Ave, Hamilton OH
45011-4493. 513/863-4218.

Sunnyview Nursing Home
2991 Maple Ave, Zanesville OH
43701-1400. 614/454-4663.

Sunset Nursing Center
813 1/2 Marion Pike, Coal Grove
OH 45638-3070. 614/532-0449.

Taylorsville Health Care Center
625 Taylorsville Rd, Taylorsville
KY 40071-9741. 502/477-8838.

Terrace At Westside Assisted Living
1859 Grand Ave, Cincinnati OH
45214-1503. 513/921-0066.

The Arbors
5900 Meadow Creek Dr, Milford
OH 45150-5509. 513/248-1655.

The Convalarium At Indian Run
6430 Post Rd, Dublin OH 43016-
1226. 614/761-1188.

The Harrison House Inc.
2171 Harrison Ave, Cincinnati
OH 45211-8159. 513/662-5800.

Tri County Extended Care Center
PO Box 18040, Hamilton OH 45018-0040. 513/829-8100.

Trimble Nursing Center
Hwy 42, Bedford KY 40006. 502/255-3244.

Trinity Community
3218 Indian Ripple Rd, Dayton OH 45440-3611. 513/426-8481.

Twin Maples Nursing Home
State Rte 93 N, McArthur OH 45651. 614/596-5955.

Twin Towers Retirement Community
5343 Hamilton Ave, Cincinnati OH 45224-3199. 513/853-2001.

Union Manor
18000 State Route 4, Marysville OH 43040-9582. 513/642-3893.

Utica Nursing Home
233 Main St N, Utica OH 43080-9701. 614/892-3414.

Valley View Manor
3363 Ragged Ridge Rd, Frankfort OH 45628-9551. 614/998-2948.

Versailles Health Care Center
200 Marker Rd, Versailles OH 45380-9494. 513/526-5570.

Victory Park Nursing Home
1578 Sherman Ave, Cincinnati OH 45212-2599. 513/351-0153.

Villa Convalescent Center Inc.
512 Crescent Dr, Troy OH 45373-2718. 513/335-7161.

Villa Springfield
701 Villa Rd, Springfield OH 45503-1330. 513/399-5551.

Walnut Creek Nursing Center
5070 Lamme Rd, Dayton OH 45439-3266. 513/293-7703.

Washington Manor Retirement Community
7300 McEwen Rd, Dayton OH 45459-3903. 513/433-3441.

We Care Health Facilities
740 Canonby Pl, Columbus OH 43223-2302. 614/228-3587.

Wellington Manor
2923 Hamilton Mason Rd, Indian Springs OH 45011-5355. 513/863-0360.

Wellspring Health Center
230 West Galbreath Road, Cincinnati OH 45215. 513/948-2339.

Wesley Glen Methodist Retirement Center
5155 N High St, Columbus OH 43214-1592. 614/888-7492.

West Chester Health Care
9117 Cinti-Colmbs Rd, West Chester OH 45069. 513/777-6164.

West Lafayette Rehabilitation & Nursing Center
620 E Main St, W Lafayette OH 43845-1267. 614/545-6355.

West Park Retirement Community
2950 W Park Dr, Cincinnati OH 45238-3551. 513/451-8900.

Western Hills Retirement Village
6210 Cleves Warsaw Pike, Cincinnati OH 45233-4512. 513/941-0099.

Westmoreland Place Inc.
230 Cherry St, Chillicothe OH 45601-2301. 614/773-6470.

Westview Acres Care Center
1320 Eaton Gettysburg Rd, Eaton OH 45320-9603. 513/456-3010.

Whetstone Care Center
3710 Olentangy River Rd, Columbus OH 43214-3450. 614/457-1100.

Whispering Meadows Care Center
437 Blackwood Ave, Dayton OH 45403-1501. 513/253-8944.

Willow Haven Nursing Home
PO Box 2038, Zanesville OH 43702-2038. 614/454-9747.

Willow Knoll Nursing Center
4400 Vannest Avenue, Middletown OH 45042-2770. 513/422-5600.

Wilmington Health Care Center
75 Hale St, Wilmington OH 45177-2191. 513/382-1621.

Winchester Center For Health
200 White Dr, Winchester KY 40391. 606/744-1800.

Winchester Place I And II
36 Lehman Drive, Canal Winchester OH 43110-1006. 614/837-9666.

Windsor Care Center
219 Windsor Drive, Mount Sterling KY 40353-1630. 606/498-3343.

Wintersong Village
719 Rawlings St, Washington Court House OH 43160-1579. 614/335-1380.

Wintersong Village Nursing Facility
478 S Sandusky St, Delaware OH 43015-2695. 614/369-8741.

Woodland Country Manor Inc.
4166 Somerville Rd, Somerville OH 45064-9707. 513/523-4449.

Woodsfield Nursing & Rehabilitation Center
37930 Airport Rd, Woodsfield OH 43793-9286. 614/472-1678.

Worthington Nursing Home
1030 High St, Columbus OH 43085-4090. 614/885-0408.

Yorkshire Health Care Center
1425 Yorkland Rd, Columbus OH 43232-1686. 614/861-6666.

OFFICES AND CLINICS OF HEALTH PRACTITIONERS

Beechknoll Community
6550 Hamilton Ave, Cincinnati OH 45224-1065. 513/522-5516.

Carestar Home Health Care
234 W 6th Ave, Lancaster OH 43130-2510. 614/687-9232.

Childrens Hospital Guidance Centers
6421 E Main St, Reynoldsburg OH 43068-7301. 614/861-7890.

Cincinnati Group Health Associates Inc.
2915 Clifton Ave, Cincinnati OH 45220-3025. 513/872-2159.

CRA Managed Care Inc.
8857 Cincinnati Dayton Rd, West Chester OH 45069-3192. 513/779-7788.

Firstcall-Medical Personnel
256 Ludlow Ave, Cincinnati OH 45220-2109. 513/221-1131.

Garden Manor Extended Care Center
6898 Hamilton Middletown
Road, Middletown OH 45044-
7898. 513/424-5321.

Knox County Chiropractic Clinic Inc.
1002 Coshocton Avenue, Mount
Vernon OH 43050-1411.
614/397-7246.

Professional Rehabilitation Associates Inc.
1703 North Memorial Drive,
Lancaster OH 43130-1634.
614/687-6666.

Western Medical Services
1395 East Dublin Granville Road,
Columbus OH 43229-3314.
614/846-8398.

RESIDENTIAL CARE

Athena Commons Apartments
17 Forry Street, Newark OH
43055-4097. 614/349-8175.

Berkeley Square
100 Berkley Drive, Hamilton OH
45013-1787. 513/856-8600.

Core Inc.
7162 Reading Road, Cincinnati
OH 45237-3849. 513/731-1126.

Eaglewood Village Senior Community
2000 Villa Road, Springfield OH
45503-1761. 513/399-7195.

Lutheran Village of Columbus
1001 Parkview Boulevard,
Columbus OH 43219-2270.
614/252-5276.

One Lincoln Park
590 Isaac Prugh Way, Kettering
OH 45429-3482. 513/298-0594.

Pickaway Manor Village
389 Clark Dr, Circleville OH
43113-1868. 614/474-6036.

Piqua Care Center
275 Kienle Dr, Piqua OH 45356-
4119. 513/773-9346.

Quality Health Care Inc.
3543 Van Antwerp Place,
Cincinnati OH 45229-2611.
513/221-3027.

Saint Joseph Home
10722 Wyscarver Rd, Sharonville
OH 45241-3061. 513/563-2520.

Sayre Christian Village
3816 Camelot Dr, Lexington KY
40517-1741. 606/273-1845.

Seasons Retirement Community
7300 Dearwester Drive,
Cincinnati OH 45236-6107.
513/984-9400.

Southwest Ohio Developmental Center
4399 Baumann Ln, Batavia OH
45103-1685. 513/732-9200.

The Lafayette At Country Place
902 Mason Headley Rd,
Lexington KY 40504-2206.
606/259-1331.

Westminister-Thurber Community
717 Neil Ave, Columbus OH
43215-1609. 614/228-8888.

SPECIALTY OUTPATIENT FACILITIES

Ambulatory Medical Care Inc.
935 State Route 28, Milford OH
45150-1911. 513/831-5955.

Center For Consulting Services
5333 South Main Street,
Eminence KY 40019-1124.
502/845-2928.

Columbus Area Council on Alcoholism
360 S 3rd St, Columbus OH
43215-5428. 614/464-0191.

Comprehensive Care Center
327 N Main St, Owenton KY
40359-1409. 502/484-3464.

Comprehensive Care Center
177 N Upper St, Lexington KY
40507-1100. 606/281-2110.

Comprehensive Care Center
191 Doctors Dr, Frankfort KY
40601-4101. 502/223-2182.

DUI Consultants
174 N Martin Luther King Blvd,
Lexington KY 40507-1529.
606/254-3006.

Hamilton County Alcohol & Drug
3009 Burnet Ave, Cincinnati OH
45219-2419. 513/281-0856.

Hillcrest Hall
2479 Grassy Lick Rd, Mt Sterling
KY 40353-9758. 606/498-6574.

Lighthouse
140 1/2 S Broadway St,
Georgetown KY 40324-1308.
502/863-9993.

Pride Program
1101 Nicholasville Rd, Lexington
KY 40503-1024. 606/277-1080.

Smoke Stoppers
2222 Philadelphia Dr, Dayton OH
45406-1813. 513/276-8200.

Talbert House
2433 Iowa Ave, Cincinnati OH
45206-2314. 513/872-4900.

United Behavioral Systems Inc.
280 Regency Ridge Dr,
Centerville OH 45459-4254.
513/436-1274.

For more information on career opportunities in the health care industry:

Associations

ACCREDITING COMMISSION ON EDUCATION FOR HEALTH SERVICES ADMINISTRATION
1911 North Fort Myer Drive, Suite 503, Arlington VA
22209. 703/524-0511.

AMERICAN CHIROPRACTIC ASSOCIATION
1701 Clarendon Boulevard, Arlington VA 22209.
703/276-8800. World Wide Web address: http://www.amerchiro.org/aca. A national, nonprofit professional membership organization. Provides educational services (through films, booklets, texts, and kits), regional seminars and workshops, and major health and education activities to provide information on public health, safety, physical fitness, and disease prevention.

AMERICAN ACADEMY OF FAMILY PHYSICIANS
8880 Ward Parkway, Kansas City MO 64114.

816/333-9700. Promotes continuing education for family physicians.

AMERICAN ACADEMY OF PHYSICIAN ASSISTANTS
950 North Washington Street, Alexandria VA 22314. 703/836-2272. Promotes the use of physician assistants.

AMERICAN ASSOCIATION FOR CLINICAL CHEMISTRY
2101 Lovely Street NW, Suite 202, Washington, DC 20037-1526. 202/857-0717. A nonprofit association for clinical, chemical, medical, and technical doctors.

AMERICAN ASSOCIATION FOR RESPIRATORY CARE
11030 Ables Lane, Dallas TX 75229-4593. 214/243-2272. World Wide Web address: http://www.aarc.org. Promotes the art and science of respiratory care, while focusing on the needs of the patients.

AMERICAN ASSOCIATION OF COLLEGES OF OSTEOPATHIC MEDICINE
6110 Executive Boulevard, Suite 405, Rockville MD 20852. 301/468-2037. World Wide Web address: http://www.aacom.org. Provides applications processing services for colleges of osteopathic medicine.

AMERICAN ASSOCIATION OF COLLEGES OF PODIATRIC MEDICINE
1350 Piccard Drive, Suite 322, Rockville MD 20850. 301/990-7400. World Wide Web address: http://www.podiatry.org/podiatry.html. Provides applications processing services for colleges of podiatric medicine.

AMERICAN ASSOCIATION OF DENTAL SCHOOLS
1625 Massachusetts Avenue NW, Washington DC 20036-2212. 202/667-9433. Fax: 202/667-0642. E-mail address: aads@aads.jhu.edu. Represents all 54 of the dental schools in the U.S. as well as individual members. Goals of the organization include the expansion of postdoctoral training and increasing the number of women and minorities in the dental field.

AMERICAN ASSOCIATION OF HEALTHCARE CONSULTANTS
11208 Waples Mill Road, Suite 109, Fairfax VA 22030. 703/691-2242. World Wide Web address: http://www.mcninet.com/aahc.

AMERICAN ASSOCIATION OF HOMES AND SERVICES FOR THE AGING
901 E Street NW, Suite 500, Washington DC 20004-2037. 202/783-2242.

AMERICAN ASSOCIATION OF MEDICAL ASSISTANTS
20 North Wacker Drive, Suite 1575, Chicago IL 60606. 312/899-1500.

AMERICAN ASSOCIATION OF NURSE ANESTHETISTS
222 South Prospect Avenue, Park Ridge IL 60068-4001. 847/692-7050.

AMERICAN COLLEGE OF HEALTHCARE ADMINISTRATORS
325 South Patrick Street, Alexandria VA 22314. 703/549-5822. A professional membership society for individual long-term care professionals. Sponsors educational programs, supports research, and produces a number of publications, including the *Journal of Long-Term Care Administration* and *The Long-Term Care Administrator.*

AMERICAN COLLEGE OF HEALTHCARE EXECUTIVES
One North Franklin, Suite 1700, Chicago IL 60606-3491. 312/424-2800. Offers credentialing and educational programs. Publishes *Hospital & Health Services Administration* (a journal), and *Healthcare Executive* (a magazine).

AMERICAN COLLEGE OF MEDICAL PRACTICE EXECUTIVES
104 Inverness Terrace, East Englewood CO 80112-5306. 303/397-7869.

AMERICAN COLLEGE OF PHYSICIAN EXECUTIVES
4890 West Kennedy Boulevard, Suite 200, Tampa FL 33609-2575. 813/287-2000. World Wide Web address: http://www.acpe.org.

AMERICAN DENTAL ASSOCIATION
211 East Chicago Avenue, Chicago IL 60611. 312/440-2500.

AMERICAN DENTAL HYGIENISTS ASSOCIATION
Division of Professional Development, 444 North Michigan Avenue, Suite 3400, Chicago IL 60611. 312/440-8900. World Wide Web address: http://www.adha.org.

AMERICAN DIETETIC ASSOCIATION
216 West Jackson Boulevard, Chicago IL 60606-6995. 312/899-0040 or 800/877-1600. Promotes optimal nutrition to improve public health and well-being.

AMERICAN HEALTH INFORMATION MANAGEMENT ASSOCIATION
919 North Michigan Avenue, Suite 1400, Chicago IL 60611. 312/787-2672. World Wide Web address: http://www.ahima.org.

AMERICAN HOSPITAL ASSOCIATION
One North Franklin Street, Suite 2700, Chicago IL 60606. 312/422-3000.

AMERICAN MEDICAL ASSOCIATION
515 North State Street, Chicago IL 60610. 312/464-5000. An organization for medical doctors.

AMERICAN MEDICAL TECHNOLOGISTS
710 Higgins Road, Park Ridge IL 60068. 847/823-5169.

AMERICAN NURSES ASSOCIATION
600 Maryland Avenue SW, Suite 100W, Washington DC 20024-2571. 202/554-4444.

AMERICAN OCCUPATIONAL THERAPY ASSOCIATION
4720 Montgomery Lane, Bethesda MD 20824-1220. 301/652-2682. 800/377-8555. Fax: 301/652-7711.

AMERICAN ORGANIZATION OF NURSE EXECUTIVES
One North Franklin Street, Suite 3400, Chicago IL 60606. 312/422-2800.

AMERICAN PHYSICAL THERAPY ASSOCIATION
1111 North Fairfax Street, Alexandria VA 22314. 703/684-2782. World Wide Web address: http://www.apta.org. Small fee required for information.

AMERICAN PUBLIC HEALTH ASSOCIATION
1015 15th Street NW, Suite 300, Washington DC 20005. 202/789-5600. World Wide Web address: http://www.apha.org.

AMERICAN VETERINARY MEDICAL ASSOCIATION
1931 North Meacham Road, Suite 100, Schaumburg IL 60173-4360. 847/925-8070. World Wide Web address: http://www.avma.org. Provides a forum for the discussion of issues of importance to the veterinary profession, and for the development of official positions.

ASSOCIATION OF MENTAL HEALTH ADMINISTRATORS
60 Revere Drive, Suite 500, Northbrook IL 60062. 847/480-9626.

ASSOCIATION OF UNIVERSITY PROGRAMS IN HEALTH ADMINISTRATION
1911 North Fort Myer Drive, Suite 503, Arlington VA 22209. 703/524-5500.

AMERICAN OPTOMETRIC ASSOCIATION
243 North Lindbergh Boulevard, St. Louis MO 63141. 314/991-4100. Offers publications, discounts, and insurance programs for members.

GROUP HEALTH ASSOCIATION OF AMERICA, INC.
1129 20th Street NW, Suite 600, Washington DC 20036. 202/778-3200.

HEALTHCARE FINANCIAL MANAGEMENT ASSOCIATION
Two Westbrook Corporate Center, Suite 700, Westchester IL 60154. 708/531-9600. World Wide Web address: http://www.hfma.org.

NATIONAL MEDICAL ASSOCIATION
1012 Tenth Street NW, Washington DC 20001. 202/347-1895.

Magazines

AMERICAN JOURNAL OF NURSING
555 West 57th Street, New York NY 10019. Publishes five editions: *Hospital*, *Critical Care*, *Continuing Care*, *Regular*, and *Nurse Practitioner*. Accredited as a provider of continuing education in nursing by the American Nurses Credentialing Center.

AMERICAN MEDICAL NEWS
American Medical Association, 515 North State Street, Chicago IL 60605. 312/464-5000.

CHANGING MEDICAL MARKETS
Theta Corporation, Theta Building, Middlefield CT 06455. 860/349-1054.

HEALTH CARE EXECUTIVE
American College of Health Care Executives, One North Franklin, Suite 1700, Chicago IL 60606. 312/424-2800.

MODERN HEALTHCARE
Crain Communications, 740 North Rush Street, Chicago IL 60611. 312/649-5374.

NURSEFAX
Springhouse Corporation, 1111 Bethlehem Pike, P.O. Box 908, Springhouse PA 19477. 215/646-8700. This is a jobline service designed to be used in conjunction with *Nursing* magazine. Please call to obtain a copy of a magazine or the *Nursing* directory.

HOTELS AND RESTAURANTS

Job opportunities in the restaurant industry are plentiful. A number of trends will boost job growth, including population growth, rising incomes, and more dual-income families. Some demand will be met through labor saving innovations like salad bars, untended meal stations, automated beverage stations, and central kitchens that serve a number of establishments in the same restaurant chain. In the fast-food sector, use of labor-saving technology is essential to remain competitive. Since the most time-consuming transaction at drive-in windows is making change, some restaurants are experimenting with debit and credit cards to reduce transaction time. However, despite labor-saving innovations, the increased demand for services will increase the need for workers.

Jobs in hotels, motels, and other lodging places will be plentiful throughout the next decade. Driving the growth will be many of the same trends affecting the restaurant industry, as well as low-cost airfares and foreign tourism in the U.S. Another hot trend: legalized gambling. The hotel and motel industry invests heavily in the gaming industry, and that has further fueled job growth. This growth will continue as hotels increasingly attract families by offering relatively inexpensive casino vacation packages.

The greatest growth is in all-suite properties and budget motels. Since they don't have restaurants, dining rooms, lounges, or kitchens, these properties offer few jobs for food and beverage workers, but jobs should be available for managers and assistant managers. The trend toward chain-affiliated lodging places should provide managers with opportunities for advancement into general manager positions and corporate administrative jobs.

BOB EVANS FARMS, INC.
3776 South High Street, Columbus OH 43207. 614/491-2225. **Contact:** Bob White, Personnel Director. **Description:** Bob Evans Farms, Inc. owns and operates 315 family restaurants in 19 states, including Bob Evans Restaurants, Owens Family Restaurants, "small-town" Bob Evans Restaurants, and Cantina del Rio Mexican restaurants. The company also produces fresh and fully-cooked sausage products and fresh, deli-style salads which are distributed primarily to grocery stores in the Midwest, Southwest, and Southeast. The company's charcoal products and liquid smoke flavorings are distributed nationally. **Number of employees nationwide:** 19,000.

FRISCH'S RESTAURANTS, INC.
2800 Gilbert Avenue, Cincinnati OH 45206. 513/961-2660. **Contact:** Human Resources. **Description:** Frisch's Restaurants, Inc. operates and licenses family restaurants with drive-thru service under the names Frisch's Big Boy and Kip's Big Boy, and operates restaurants under the name Hardee's. These operations are located in Ohio, Indiana, Kentucky, Florida, Oklahoma, and Texas. Additionally, the company operates two hotels with restaurants in metropolitan Cincinnati, where it's headquarters, Quality Hotel resides.

HEARTLAND FOOD SYSTEMS, INC.
RAX RESTAURANTS, INC.
4150 Tuller Road, Suite 236, Dublin OH 43017-5014. 614/766-2500. **Contact:** Steve Boyer, Recruiter. **Description:** Operates a chain of fast-food restaurants. **Common positions include:** Accountant/Auditor; Attorney; Buyer; Computer Programmer; Food Scientist/Technologist;

General Manager; Management Trainee. **Educational backgrounds include:** College Degree. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Stock Option; Tuition Assistance. **Corporate headquarters location:** This Location.

LONG JOHN SILVER'S

P.O. Box 11988, Lexington KY 40579. 606/388-6000. **Contact:** Carol A. Caskey, Director of Human Resources. **Description:** A leading quick-service seafood restaurant chain with 1,423 company-owned and franchise locations in 35 states, Canada, Mexico, Singapore, and Saudi Arabia. The company goal is to provide guests with great tasting, healthful, reasonably priced fish, seafood, and chicken in a fast, friendly manner. Long John Silver's original menu of batter-dipped fish and chicken peg legs has expanded to include a full line of seafood, also featuring baked fish and chicken meals and a complete line of salads. The restaurant serves 40 million pounds of fish and 10 million pounds of chicken per year, with each restaurant serving an average of 3,150 guests per week. In 1989, the former public company, traded as Jerrico, Inc., was acquired in a leveraged buy out by senior management and a New York investment firm. In 1990, the company divested itself of three restaurant concepts (Jerry's, a 48-unit coffee shop concept; Florenz, a seven-unit Italian full-service establishment; and Fazoli's, a five-unit quick-service Italian chain) to devote its full resources to the operation of Long John Silver's. **Corporate headquarters location:** This Location. **Other U.S. locations:** Atlanta GA; Kansas City MO; Dallas TX. **Listed on:** Privately held. **Number of employees at this location:** 365. **Number of employees nationwide:** 26,000.

MARRIOTT RESORT

1800 Newtown Pike, Lexington KY 40511. 606/231-5100. **Contact:** Jack Neithammer, Director of Human Resources. **Description:** As a Marriott Resort, this location has full-service hotel facilities, including a swimming pool, a gift shop, convention and banquet facilities, and restaurant and lounge, as well as additional recreational facilities, including tennis courts and golf course. Marriott International was launched as a public company following the division of the former Marriott Corporation. It has nearly 3,800 units, with operations and franchises in 50 states and 22 countries. The company operates lodging facilities and is a franchiser under four separate brand names, each serving a part of the lodging market: Marriott Hotels, Resorts, and Suites (full-service); Courtyard Hotels (moderate price); Residence Inn (extended stay); and Fairfield Inn (economy). The company also develops and operates Marriott Ownership Resorts (vacation timesharing). The full-service Marriott hotel system includes 251 Marriott Hotels, Resorts, and Suites located in 39 states and 18 foreign countries with a total of 103,985 guest rooms. **Number of employees at this location:** 600.

MAX & ERMA'S RESTAURANTS INC.

4849 Evanswood Drive, Columbus OH 43229-6206. 614/431-5800. **Contact:** Liz Kelly, Director of Human Resources. **Description:** Established in 1972, the first Max & Erma's Restaurant, Bar & Gathering Place was opened in German Village, Ohio. Today, the company operate 29 restaurants in Ohio, Kentucky, Indiana, Pennsylvania, Illinois, and Michigan. Success began with 10-ounce gourmet burgers and specialty sandwiches, and has expanded to include gourmet salads, pasta specialties, and all-American selections.

PERKINS RESTAURANT AND BAKERY

1170 Upper Valley Pike, Springfield OH 45504. 513/325-7073. **Contact:** Human Resources. **Description:** The corporate offices for the Perkins Restaurant and Bakery which serves family-style breakfast, lunch, and dinner. **Corporate headquarters location:** This Location.

WENDY'S INTERNATIONAL, INC.

P.O. Box 256, Dublin OH 43017. 614/764-3100. **Contact:** Julie Scott, Manager of Corporate Human Resources. **Description:** A fast-food restaurant chain. **Corporate headquarters location:** This Location. **Listed on:** New York Stock Exchange.

WHITE CASTLE SYSTEM INC.

555 West Goodale Street, Columbus OH 43215-1158. 614/228-5781. **Contact:** Fred Gunderson, Human Resources Manager. **Description:** A hamburger restaurant chain.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

DRINKING PLACES

Club 141
141 W Vine St, Lexington KY 40507-1611. 606/233-4262.

Jessica's Show Bar
6065 Channingway Blvd, Columbus OH 43232-2902. 614/863-2322.

Kelly King Inc.
1515 Russell Cave Rd, Lexington KY 40505-1419. 606/293-0391.

Longhorn Steaks Inc.
713 Van Roberts Pl, Cincinnati OH 45215-2751. 513/421-9696.

Wrocklage Inc.
361 W Short St, Lexington KY 40507-1203. 606/231-7655.

EATING PLACES

Applebee's
4001 Nicholasville Rd, Lexington KY 40503-4488. 606/271-9393.

Applebee's
1389 US Highway 127 S, Frankfort KY 40601-4385. 502/875-6117.

Applebee's
8331 Old Troy Pike, Dayton OH 45424. 513/233-9973.

Arby's Roast Beef
2323 Versailles Rd, Lexington KY 40504-1605. 606/259-1800.

Arby's Roast Beef
2150 N High St, Columbus OH 43201-1113. 614/291-7593.

Arby's Roast Beef
507 Race St, Cincinnati OH 45202-2320. 513/684-9210.

Arby's Roast Beef
3655 Maxton Rd, Dayton OH 45414-2433. 513/454-0038.

Arby's Roast Beef
10101 Alliance Rd, Cincinnati OH 45242-4715. 513/793-6800.

Au Bon Pain Restaurant
Carew Tower Arc Downtown, Cincinnati OH 45202. 513/762-9620.

Barleycorn's
124 E 6th St, Cincinnati OH 45202-3202. 513/621-5511.

Bennigan's
4550 Glendale Milford Rd, Cincinnati OH 45242-3710. 513/733-9666.

Bensons Catering
1301 Western Ave, Cincinnati OH 45203-1129. 513/441-2000.

Bensons Catering & Event Design
2440 Alexandria Pike, Southgate KY 41071-3224. 606/441-2000.

Bergro Restaurant Systems Inc.
2021 E Dublin Granville Rd, Columbus OH 43229-3522. 614/431-1310.

Bill Knapp's
3350 Village Dr, Franklin OH 45005-5602. 513/424-2454.

Bill Knapp's
5212 Salem Ave, Trotwood OH 45426-1702. 513/837-4109.

Bob Evans Farms Restaurants
1800 Columbus Ave, Washington Court House OH 43160-1706. 614/333-1700.

Bravo Restaurants
3000 Hayden Rd, Columbus OH 43235-7243. 614/791-1022.

Bullwinkle's Top Hat Bistro
19 N Main St, Dayton OH 45402-1903. 513/859-7677.

Burbank's Real Bar-B-Q
7346 Beechmont Ave, Cincinnati OH 45230-4133. 513/753-3313.

Burbank's Real Bar-B-Q
431 Ohio Pike, Cincinnati OH 45255-3375. 513/232-1515.

Burger King Restaurants
7210 Thumbelina Ln, Cincinnati OH 45242-4931. 513/984-3298.

Burger King Restaurants
1199 W Lexington Ave, Winchester KY 40391-1134. 606/745-2090.

Cambridge Foods Inc.
6463 Proprietors Road, Worthington OH 43085-3263. 614/847-0022.

Cantina Del Rio
40 Hutchinson Ave, Columbus OH 43235-4676. 614/846-4401.

Cantina Del Rio
601 E Pete Rose Way, Cincinnati OH 45202-3582. 513/665-4446.

Cappucino Cafe & Yogurt Shop
13 E College Ave, Westerville OH 43081-2101. 614/882-3448.

Captain D's Seafood Restaurants
6380 Brandt Pike, Dayton OH 45424-4041. 513/237-5445.

Cassano's Pizza & Subs
301 N Main St, Franklin OH 45005-1631. 513/746-2836.

Cassano's Pizza & Subs
2123 S Limestone St, Springfield OH 45505-4729. 513/323-5579.

Charlie & Barney's Bar & Grill
325 W Main St, Lexington KY 40507-1648. 606/281-6022.

Cheddar's Restaurant
6190 Cleveland Ave, Columbus OH 43231-1614. 614/898-9555.

Chi-Chi's Mexican Restaurante
380 Glensprings Dr, Cincinnati OH 45246-2304. 513/525-7212.

Chi-Chi's Mexican Restaurante
2925 Miamisburg Centerville Rd, Dayton OH 45459-3734. 513/435-6264.

Chick Fil-A
3301 Nicholasville Rd, Lexington KY 40503-3603. 606/272-2614.

Chris's Restaurant
1105 W 1st Ave, Columbus OH 43212-3601. 614/294-1105.

Ciao Baby Cucina
1014 Vine St, Cincinnati OH 45202-1121. 513/489-3444.

Comisar La Normandie
114 East 6th Street, Cincinnati
OH 45202-3202. 513/287-7782.

Cooker Bar & Grille
11333 Princeton Pike, Cincinnati
OH 45246-3201. 513/772-4546.

Corbin Restaurants Inc.
152 East Reynolds Road,
Lexington KY 40517-1261.
606/272-3486.

Cracker Barrel Old Country Store
4902 Fields Ertel Rd, Cincinnati
OH 45241-1273. 513/683-5446.

Dalts
140 W Wilson Bridge Rd,
Worthington OH 43085-2226.
614/436-9611.

Darryl's 1891 Restaurant & Bar
3292 Nicholasville Road,
Lexington KY 40503-3312.
606/272-1891.

Dick Clark's American Bandstand
100 Hutchinson Avenue,
Columbus OH 43235-1414.
614/785-1985.

Domino's Pizza
2919 Maysville Pike, Zanesville
OH 43701-8578. 614/452-2771.

Domino's Pizza
6583 Brandt Pike, Huber Heights
OH 45424-3353. 513/236-3030.

Don Pablo's
1777 E Dublin Granville Rd,
Columbus OH 43229-3502.
614/888-5289.

Don Pablo's
2692 Madison Rd, Cincinnati OH
45208-1332. 513/631-1356.

Don Pablo's
11363 Montgomery Rd,
Cincinnati OH 45249-2312.
513/489-8600.

Donato's Pizza
2769 Northland Plaza Dr,
Columbus OH 43231-4053.
614/895-0111.

Double Arch Management
650 East Main Street, Lebanon
OH 45036-1916. 513/932-0141.

Fifth Quarter Steakhouse
2305 Nicholasville Rd, Lexington
KY 40503-3001. 606/276-5223.

Friday's
Ft Of Madison, Covington KY
41011. 606/491-9595.

Friday's
6211 Cleveland Avenue,
Columbus OH 43231-1615.
614/882-8451.

Friday's
6330 Glenway Avenue,
Cincinnati OH 45211-6303.
513/662-5555.

Frisch's Big Boy Restaurant
2304 Versailles Road, Lexington
KY 40504-1606. 606/278-5402.

Frisch's Big Boy Restaurant
1001 Gest St, Cincinnati OH
45203-1111. 513/621-8494.

Gold Star Chili
1200 By Pass Rd, Winchester KY
40391-2724. 606/744-7496.

Good Humor Ice Cream
255 Saddleback Dr, Loveland OH
45140-8780. 513/683-5925.

Gottlieb's Restaurant
550 Officenter Place, Columbus
OH 43230-5314. 614/476-6500.

Graeter's
7369 Kenwood Road, Cincinnati
OH 45236-4407. 513/793-5665.

Grindstone Charley's Restaurant
30 Springboro Pike, Dayton OH
45449-3600. 513/291-0003.

GZK Inc.
1353 Stanley Ave, Dayton OH
45404-1015. 513/222-8368.

Hardee's Food Systems Inc.
621 West Plane Street, Bethel OH
45106-9573. 513/734-3478.

Hardee's Of Lebanon
300 West Main Street, Lebanon
KY 40033-1321. 502/692-9210.

Hometown Pizza
Taylorsville Rd, Bloomfield KY
40008. 502/252-7208.

Hoster Brewing Co.
550 S High St, Lockbourne OH
43137. 614/228-6066.

Imperial House Hotel
5510 Rybolt Rd, Cincinnati OH
45248-1027. 513/574-6000.

Izzy S
3700 Montgomery Road,
Cincinnati OH 45207-1131.
513/731-8600.

Lee's Famous Recipe Chicken
11170 Luschek Dr, Cincinnati
OH 45241-2434. 513/530-9933.

Little Caesar's Pizza
625 Central Ave, Franklin OH
45005-3330. 513/743-5599.

Little Caesar's Pizza
5436 Westerville Road,
Westerville OH 43081-8939.
614/890-8260.

Little Caesar's Pizza
1710 Alexandria Dr, Lexington
KY 40504-3151. 606/278-4509.

Little Caesar's Pizza
424 New Circle Rd NE,
Lexington KY 40505-2619.
606/255-9006.

Little Caesar's Pizza
115 North Locust Hill Drive,
Lexington KY 40509-1519.
606/269-0999.

Little Caesar's Pizza
417 Mount Vernon Road, Newark
OH 43055-5189. 614/349-8018.

Logan's Roadhouse Restaurant
1224 South Broadway Street,
Lexington KY 40504-2738.
606/252-4307.

Lojo III Inc.
121 Prosperous Pl, Lexington KY
40509-1828. 606/263-5704.

Lojo III Inc.
5200 Salem Mall, Trotwood OH
45426. 513/854-0406.

Lone Star Steakhouse & Saloon
3939 Ridge Mill Dr, Hilliard OH
43026-9554. 614/529-0599.

Manchu Wok
2700 Miamisburg Centerville Rd,
Dayton OH 45459-3735.
513/435-5612.

Max & Erma's
411 Metro Place North, Dublin
OH 43017-5312. 614/889-8111.

McDonald's Restaurants
381 East Main Street, Columbus OH 43215-5346. 614/464-4626.

McDonald's Restaurants
5843 N US Highway 68, Wilmington OH 45177-9416. 513/382-5583.

McDonald's Restaurants
337 West Bridge Street, Dublin OH 43017-2124. 614/764-0702.

McDonald's Restaurants
7887 Washington Village Dr, Dayton OH 45459-3959. 513/434-1313.

Mondo's Dairy Barn
202 Lancaster Pike, Circleville OH 43113-1507. 614/474-9187.

Montgomery Inn
9433 Montgomery Road, Cincinnati OH 45242-7602. 513/791-1942.

O'Charley's
2895 Richmond Road, Lexington KY 40509-1506. 606/266-8640.

Olive Garden Italian Restaurant
7160 Sawmill Rd, Columbus OH 43235-1943. 614/792-8181.

Papa John's Pizza
455 Eastern Bypass, Richmond KY 40475-2325. 606/624-2828.

Papa John's Pizza
Palomar Hills Shopping Center, Lexington KY 40513. 606/223-9500.

Papa John's Pizza
1444 Main St, Hamilton OH 45013-1074. 513/887-6600.

Papa John's Pizza
2824 Philadelphia Dr, Dayton OH 45405-1911. 513/277-0073.

Papa John's Pizza
1935 South Alex Road, West Carrollton OH 45449-4002. 513/847-8700.

Park Plaza Deli
120 East Main Street, Lexington KY 40507-1339. 606/252-0153.

Perkins Family Restaurants
2737 Madison Rd, Cincinnati OH 45209-2208. 513/533-3500.

Pizza Hut
2039 S Erie Hwy, Hamilton OH 45011-4123. 513/887-1000.

Pizza Hut
4101 Tates Creek Rd, Lexington KY 40517-3057. 606/271-1515.

Pizza Hut
1165 Centre Pkwy, Lexington KY 40517-3229. 606/271-1112.

Pizza Hut
Landen Square Shopping Center, Maineville OH 45039. 513/677-3399.

Pizza Hut
4971 Vine St, Saint Bernard OH 45217-1219. 513/242-2626.

Pizza Huts of Cincinnati Inc.
800 Compton Rd, Cincinnati OH 45231-3847. 513/522-7464.

Pizza Ventures Inc.
6625 Dixie Hwy, Fairfield OH 45014-5490. 513/860-5454.

Rally's Hamburgers
1308 Winchester Rd, Lexington KY 40505-4125. 606/233-3143.

Rally's Hamburgers
2975 Richmond Rd, Lexington KY 40509-1714. 606/269-1900.

Rally's Hamburgers
1002 N Broad St, Fairborn OH 45324-5249. 513/878-4782.

Rally's Hamburgers
1205 N Gettysburg Ave, Dayton OH 45427-3452. 513/263-9307.

Red Lobster
7615 Poe Ave, Dayton OH 45414-2552. 513/898-0686.

Richie's Fast Food Restaurant
1533 Hogan Dr, Lexington KY 40511-2311. 606/231-3707.

Ruby Tuesday Restaurant
3199 Nicholasville Rd, Lexington KY 40503-3300. 606/273-7985.

Sbarro
2473 Nicholasville Road, Lexington KY 40503-3158. 606/273-3874.

Schmidt's Sausage Haus
240 E Kossuth St, Columbus OH 43206-2119. 614/444-6808.

Schwan's Ice Cream
1093 State Route 56 W, Circleville OH 43113-9588. 614/474-8911.

Siam Oriental Restaurant
400 N High St, Columbus OH 43215-2096. 614/461-8116.

Skyline Chili Inc.
1450 Bethel Rd, Columbus OH 43220-2002. 614/459-0801.

Skyline Chili Inc.
4180 Thunderbird Ln, Fairfield OH 45014-2235. 513/874-1188.

Skyline Chili Inc.
3822 Glenway Ave, Cincinnati OH 45205-1436. 513/471-2445.

Subway
322 E 5th St, Dayton OH 45402-2910. 513/228-4447.

Subway
2731 E 3rd St, Dayton OH 45403-2101. 513/254-2660.

Subway
4629 Salem Ave, Dayton OH 45416-1711. 513/274-7826.

Sunshine Cafe
640 N University Blvd, Middletown OH 45042-3356. 513/424-4842.

Taco Bell
2553 N High St, Columbus OH 43202-2555. 614/261-8193.

Taco Bell
4915 Tuttle Crossing Blvd, Dublin OH 43016-1531. 614/792-7755.

Taco Bell
4107 Lexington Rd, Paris KY 40361-2420. 606/987-6312.

The Olive Garden
6710 Roosevelt Ave, Franklin OH 45005-5724. 513/424-5340.

Thomas and King Inc.
249 E Main St, Lexington KY 40507-1336. 606/254-2180.

Tumbleweed Restaurant
Brighton Park Shopping Center, Frankfort KY 40601. 502/695-8889.

VPC Food Service
11355 Chester Rd, Cincinnati OH 45246-4002. 513/771-7433.

Wendy's
North Park Shopping Center, Lexington KY 40503. 606/253-0403.

Wendy's
666 E 5th Ave, Columbus OH 43201-2965. 614/291-4388.

Wendy's
7170 Sawmill Rd, Columbus OH 43235-1943. 614/764-1618.

Wendy's
5490 Beach Blvd, Mason OH 45040-2359. 513/398-0165.

Wendy's
10601 Loveland Madeira Rd, Loveland OH 45140-8965. 513/677-0049.

Wendy's
4856 Business Center Way, Cincinnati OH 45246-1318. 513/874-4710.

Western Ohio Pizza
2324 Stanley Ave, Dayton OH 45404-1200. 513/226-0521.

White Castle Inc.
179 E Reynolds Rd, Lexington KY 40517-1249. 606/272-6176.

Wok 'N Go
410 Eastern Bypass, Richmond KY 40475-2326. 606/623-0660.

HOTELS AND MOTELS

Best Western Luxury Inn
1005 New Moody Lane, La Grange KY 40031-9142. 502/222-5500.

Brewery Inc.
6013 Glick Rd, Powell OH 43065-9604. 614/889-0150.

Cincinnati Terrace Hilton
15 W 6th St, Cincinnati OH 45202-2307. 513/381-4000.

Columbia Sussex Corp.
207 Grandview Dr, Ft Mitchell KY 41017-2799. 606/331-0091.

Comfort Suite Hotel
11349 Reed Hartman Hwy, Cincinnati OH 45241-2449. 513/530-5999.

Duke's Inn Motel
I 70 & St Rt 79, Buckeye Lake OH 43008. 614/929-1015.

Gallatin Motel
603 E Main, Warsaw KY 41095. 606/567-6192.

Gratz Park Inn
120 West Second Street. Lexington KY 40507-1180. 606/231-1777.

Hyatt on Capital Square
75 East State Street, Columbus OH 43215-4299. 614/228-1234.

Motel 6
2260 Elkhorn Rd, Lexington KY 40505-4803. 606/293-1431.

Quality Hotel Riverview
666 West 5th Street, Covington KY 41011-1212. 606/491-1200.

Radisson Hotel-Columbus North
4900 Sinclair Rd, Columbus OH 43229-5498. 614/846-0300.

Red Roof Inns Inc.
4355 Davidson Rd, Hilliard OH 43026-2436. 614/876-3200.

The Cincinnatian Hotel
601 Vine Street, Cincinnati OH 45202-2433. 513/381-3000.

Travel Lodge
1001 US Highway 23 North, Delaware OH 43015-7998. 614/369-4421.

For more information on career opportunities in hotels and restaurants:

Associations

AMERICAN HOTEL AND MOTEL ASSOCIATION
1201 New York Avenue NW, Suite 600, Washington DC 20005-3931. 202/289-3100. World Wide Web address: http://www.ahma.com. Provides lobbying services and educational programs, maintains and disseminates industry data, and produces a variety of publications.

THE EDUCATIONAL FOUNDATION OF THE NATIONAL RESTAURANT ASSOCIATION
250 South Wacker Drive, 14th Floor, Chicago IL 60606. 312/715-1010. Offers educational products, including textbooks, manuals, instruction guides, manager and employee training programs, videos, and certification programs.

NATIONAL RESTAURANT ASSOCIATION
1200 17th Street NW, Washington DC 20036. 202/331-5900. World Wide Web address: http://www.restaurant.org. Provides a number of services, including government lobbying, communications, research, and information, and operates the Educational Foundation (see separate address).

Directories

DIRECTORY OF CHAIN RESTAURANT OPERATORS
Business Guides, Inc., Lebhar-Friedman, Inc., 3922 Coconut Palm Drive, Tampa FL 33619-8321. 813/664-6700.

DIRECTORY OF HIGH-VOLUME INDEPENDENT RESTAURANTS
Lebhar-Friedman, Inc., 3922 Coconut Palm Drive, Tampa FL 33619-8321. 813/664-6700.

Magazines

CORNELL HOTEL AND RESTAURANT ADMINISTRATION QUARTERLY
Cornell University School of Hotel Administration, Statler Hall, Ithaca NY 14853-6902. 607/255-9393.

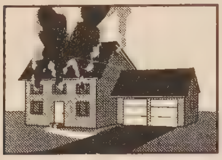
HOTEL AND MOTEL MANAGEMENT
120 West 2nd Street, Duluth MN 55802.

INNKEEPING WORLD
Box 84108, Seattle WA 98124. 206/362-7125.

NATION'S RESTAURANT NEWS
Lebhar-Friedman, Inc., 3922 Coconut Palm Drive,
Tampa, FL 33619. 813/664-6700.

Visit our exciting job and career site at http://www.careercity.com

INSURANCE



What's the job outlook in insurance? That depends on which industry segment you're looking at. Health insurers, who have avoided any Washington-based reforms, are reaping record profits, while property-casualty and life insurers are still struggling. The industry has been consolidating with major mergers, and that's likely to continue in 1996. Under pressure from low returns, and a growing number of environmental claims, the property-casualty industry needs to cut overhead. In many cases, that also means jobs.

The picture in health insurance is much brighter. Many of the biggest players in the insurance industry have moved into managed care, benefiting from the economies of scale.

ACCEL INTERNATIONAL CORPORATION
475 Metro Place North, Dublin OH 43017. 614/764-7000. **Contact:** Bryce Farmer, Human Resources Director. **Description:** An insurance company.

AMERICAN FINANCIAL CORPORATION
One East Fourth Street, Cincinnati OH 45202. 513/579-2121. **Contact:** Lawrence Otto, Human Resources Department. **Description:** A diversified, privately-owned holding company which primarily supplies property, casualty, and life insurance through subsidiary Great American Insurance. **Corporate headquarters location:** This Location. **Other subsidiaries include:** Great American Communications, a broadcasting station; *Financial World* magazine; and Chiquita Brands International, a distributor of food products.

ANTHEM BLUE CROSS & BLUE SHIELD
6740 North High Street, Worthington OH 43085. 614/438-3591. **Contact:** Linda Martin, Human Resources Department. **Description:** An insurance carrier. **Common positions include:** Claim Representative; Computer Programmer; Customer Service Representative; Insurance Agent/Broker; Systems Analyst. **Educational backgrounds include:** Business Administration; Finance; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Other U.S. locations:** Canton OH; Cincinnati OH; Toledo OH; Youngstown OH. **Operations at this facility include:** Administration; Sales. **Number of employees nationwide:** 1,000.

AUTOMOBILE CLUB INSURANCE COMPANY
3590 Twin Creeks Drive, Columbus OH 43204. 614/272-6951. **Contact:** Susan Douglas, Human Resources Manager. **Description:** An insurance company.

BLUE CROSS & BLUE SHIELD OF OHIO, INC.
2 Centennial Plaza, 805 Central Avenue, Suite 300, Cincinnati OH 45202. 513/241-2583. **Contact:** Human Resources Department. **Description:** A national insurance carrier. **NOTE:** The Human Resources Department is located in Toledo OH. **Corporate headquarters location:** Toledo OH.

CINCINNATI CASUALTY COMPANY
Cincinnati Financial Corporation, P.O. Box 145496, Cincinnati OH 45250-5496. 513/870-2000. **Contact:** Greg Ziegler, Human Resources Director. **Description:** The Cincinnati Casualty Company engages in fire and casualty insurance and serves preferred-risk businesses in over 25 states. **Parent company:** Cincinnati Financial Corporation is an insurance holding company which engages primarily in marketing and selling property and casualty coverage and life insurance. Other subsidiaries include: Cincinnati Insurance Company and the Cincinnati Indemnity Company,

which offer property and casualty insurance; the Cincinnati Life Insurance Company, which offers life, health, and accident insurance; and the CFC Investment Company, which supports insurance subsidiaries through leasing, financing, and real estate activities.

CINCINNATI FINANCIAL CORPORATION
6200 South Gilmore Road, P.O. Box 145496, Fairfield OH 45014-5141. 513/870-2000. **Contact:** Human Resources. **Description:** Cincinnati Financial is an insurance holding company which engages primarily in marketing and selling property and casualty coverage, and life insurance. The company sells insurance in the Midwest and Southeast through a network of 965 agents in 23 states. **Subsidiaries include:** Cincinnati Insurance Company which sells fire, automobile, casualty, bond, and related insurance in 50 states and Washington DC; Cincinnati Casualty Company which engages in fire and casualty insurance, and also serves preferred-risk businesses in over 25 states; Cincinnati Indemnity Company, a marketer of non-preferred personal and casualty lines of insurance in 20 states; and Cincinnati Life Insurance Company which markets life, health, and accident insurance in 45 states.

GRANGE MUTUAL INSURANCE COMPANIES
650 South Front Street, Columbus OH 43206. 614/445-2900. **Fax:** 614/444-7777. **Recorded Jobline:** 614/445-2468. **Contact:** Mark L. Peacock, Personnel Specialist. **Description:** A holding company for a group of property, casualty, and life insurance companies. **Common positions include:** Actuary; Adjuster; Claim Representative; Computer Programmer; Underwriter/Assistant Underwriter. **Educational backgrounds include:** Business Administration; Computer Science. **Benefits:** 401(k); Daycare Assistance; Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Subsidiaries include:** Trustgard and Amerimutual. **Operations at this facility include:** Administration; Research and Development; Sales; Service.

GREAT AMERICAN INSURANCE COMPANY
P.O. Box 2575, Cincinnati OH 45201. 513/369-5000. **Contact:** Lawrence Otto, Vice President/Personnel. **Description:** Provides a line of insurance products and services to area customers.

LAWYERS TITLE INSURANCE CORPORATION
4111 Executive Parkway, Suite 302, Westerville OH 43081. 614/899-1700. **Contact:** Human Resources. **Description:** Provides title insurance and other real estate-related services on commercial and residential transactions in the United States, Canada, the Bahama Islands, Puerto Rico, and the U.S. Virgin Islands. This location covers Indiana, Kentucky, and Ohio. **Corporate headquarters location:** Richmond VA. **Other U.S. locations:** Pasadena CA; Tampa FL; Chicago IL; Boston MA; Troy MI; White Plains NY; Memphis TN; Dallas TX. **Subsidiaries include:** Datatrace Information Services Company, Inc. (Richmond VA), which markets automated public record information for public and private use; Genesis Data Systems, Inc. (Englewood CO), which develops and markets computer software tailored specifically to the title industry; and Lawyers Title Exchange Company, which operates out of 10 of Lawyers Title Insurance Corporation's regional offices and functions as an intermediary for individual and corporate investors interested in pursuing tax-free property exchanges under Section 1031 of the Internal Revenue Code. **Parent company:** Lawyers Title Corporation also provides search and examination services and closing services for a broad-based customer group that includes lenders, developers, real estate brokers, attorneys, and home buyers. **Listed on:** NASDAQ.

MOTORISTS INSURANCE COMPANY
471 East Broad Street, Columbus OH 43215. 614/225-8211. **Fax:** 614/225-8693. **Recorded Jobline:** 614/225-8313. **Contact:** H. Steven Loy, Vice President of Human Resources. **Description:** Handles a wide variety of property and casualty lines. **Common positions include:** Accountant/Auditor; Actuary; Adjuster; Attorney; Claim Representative; Clerical Supervisor; Collector; Computer Programmer; Computer Systems Analyst; Customer Service Representative; Human Resources Specialist; Insurance Agent/Broker; Investigator. **Educational backgrounds include:** Business Administration; Computer Science. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Tuition Assistance; Vision Insurance. **Corporate headquarters location:** This Location.

Operations at this facility include: Administration; Research and Development. **Number of employees at this location:** 800.

NATIONAL REINSURANCE CORPORATION
445 Hutchinson Avenue, Suite 875, Columbus OH 43235-5677. 614/431-8525. **Contact:** Human Resources. **Description:** A reinsurance provider. Six other branch offices serve the United States located in Atlanta, Chicago, Dallas, Hartford, Los Angeles, and New York. **NOTE:** Please send resumes to: Human Resources, 777 Long Ridge Road, Stamford CT 06904. **Benefits:** Pension Plan; Retirement Plan. **Corporate headquarters location:** Stamford CT. **Parent company:** National Re Corporation provides property and casualty reinsurance to primary insurers on a direct basis. The company markets reinsurance directly to these insurers through its own sales team. Reinsurance is marketed and underwritten on both a treaty and facultative basis. Treaty marketing efforts are focused on small to medium-size regional and specialty property and casualty insurers. National Re Corporation does not underwrite businesses which involve aviation, ocean marine, and professional liability. **Listed on:** New York Stock Exchange. **Number of employees nationwide:** 240.

NATIONWIDE INSURANCE COMPANY
One Nationwide Plaza, Columbus OH 43215-2220. 614/249-7111. **Contact:** Randall S. Swecker, Recruiting. **Description:** Engaged in the sale of automobile, life, group, and business insurance. **Common positions include:** Accountant/Auditor; Actuary; Computer Programmer; Customer Service Representative; Financial Analyst; Human Resources Specialist; Insurance Agent/Broker; Management Trainee; Services Sales Representative; Systems Analyst; Technical Writer/Editor; Underwriter/Assistant Underwriter. **Educational backgrounds include:** Accounting; Business Administration; Finance; Liberal Arts; Marketing; Mathematics. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Sales; Service.

NORMAN-SPENCER AGENCY, INC.
10501 Success Lane, Miamisburg OH 45458. 513/885-5053. **Contact:** Sandra Welker, Vice President. **Description:** An insurance brokerage house. **Common positions include:** Customer Service Representative; Financial Analyst; Insurance Agent/Broker; Manufacturer's/Wholesaler's Sales Rep.; Marketing Specialist. **Educational backgrounds include:** Business Administration; Communications; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Tuition Assistance. **Corporate headquarters location:** This Location. **Parent company:** Norman Spencer, Inc. **Operations at this facility include:** Administration; Sales; Service.

OHIO CASUALTY
136 North 3rd Street, Hamilton OH 45025. 513/867-3000. **Contact:** Jeff Lowe, Executive Vice President. **Description:** Through its subsidiaries, Ohio Casualty insures and underwrites property, casualty, and life insurance and offers insurance financing services. **Subsidiaries include:** Casualty Group, is licensed to do business in 49 states and Washington DC and is represented by approximately 4,900 independent agents. The Casualty Group is concentrated mainly in New Jersey, Pennsylvania, Ohio, and Kentucky. Ohio Life Insurance Company, an underwriter of universal and personal life insurance, business life insurance, pension and profit sharing plans, and retirement annuities; and Ocasco Budget, Inc., an insurance premium financer.

OHIO INDEMNITY CORPORATION
20 East Broad Street, Fourth Floor, Columbus OH 43215. 614/228-2800. **Toll-free number:** 800/628-8581. **Contact:** Human Resources. **Description:** Bancinsurance Corporation is a specialty property insurance holding company engaged in underwriting niche insurance through its property/casualty insurance subsidiary, Ohio Indemnity Corporation. Ohio Indemnity is licensed in 44 states and the District of Columbia, and is licensed for surplus lines in Texas. **Corporate headquarters location:** This Location. **Parent company:** Bancinsurance Corporation (this location). Among the company's products are Ultimate Loss Insurance, which protects banks and other lenders against risk arising from theft or damage to certain loan collateral where the borrower has failed to secure and maintain adequate insurance coverage; a surety bond program for a

national administrative firm that performs certain services for nonprofit entities; a third-party administrator service specializing in certain workers' compensation programs; and nonstandard private passenger automobile collision and comprehensive policies. BCIS Services, Inc. (Sherman Oaks CA), another subsidiary of Bancinsurance Corporation, provides workers' compensation professional administration and cost control services to employers who self-insure this obligation. **Listed on:** NASDAQ.

STATE AUTO INSURANCE COMPANIES
518 East Broad Street, Columbus OH 43215. 614/464-5000. **Contact:** Mark Sullivan, Director of Human Resources. **Description:** Offers property, casualty, and life insurance.

WESTERN-SOUTHERN LIFE INSURANCE COMPANY
400 Broadway, Cincinnati OH 45202. 513/629-1800. **Contact:** Cheryl Jordan, Human Resources Manager. **Description:** An insurance carrier.

WILLIS CORROON CORPORATION OF OHIO
655 Metro Place South, Suite 600, Dublin OH 43017. 614/766-8900. **Contact:** Kim Boring, Human Resources Manager. **Description:** Provides insurance sales and service. **Common positions include:** Customer Service Representative; Insurance Agent/Broker. **Educational backgrounds include:** Insurance; Liberal Arts; Marketing. **Benefits:** Disability Coverage; Life Insurance; Medical Insurance; Pension Plan. **Corporate headquarters location:** Nashville TN. **Parent company:** Willis Corroon, plc. **Operations at this facility include:** Sales. **Listed on:** New York Stock Exchange.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

INSURANCE AGENTS, BROKERS, AND SERVICES

Consolidated Insurance Company
4700 Lakehurst Ct, Dublin OH 43016-2251. 614/799-4000.

Executives & Employees Benefit Plans Inc.
1650 Watermark Drive, Columbus OH 43215-1094. 614/481-8391.

Farmers Insurance Group
375 Glensprings Dr, Cincinnati OH 45246-2316. 513/825-8808.

Gates McDonald & Co.
3455 Mill Run Dr, Hilliard OH 43026-9079. 614/777-3000.

Metro Life & Affiliated Companies Dayton
9797 Springboro Pike, Dayton OH 45448-0001. 513/859-2488.

Meyers Agency
1055 Saint Paul Pl, Cincinnati OH 45202-1623. 513/762-7700.

North Star Marketing Corp.
6751 Commerce Parkway, Dublin OH 43017-3240. 614/764-9300.

Thomas E. Wood Inc.
441 Vine St, Cincinnati OH 45202-2905. 513/852-6300.

United Medical Resources Inc.
One Riverfront Pl, Newport KY 41071-4548. 606/291-1400.

United Service Agency
3475 Dabney Dr, Lexington KY 40509-1850. 606/269-9606.

INSURANCE COMPANIES

17th State Insurance Agency Inc.
6172 Busch Boulevard, Columbus OH 43229-2515. 614/436-1010.

Choicecare
655 Eden Park Dr, Cincinnati OH 45202-6056. 513/784-5339.

Buckeye Union Insurance Co.
1111 East Broad Street, Columbus OH 43205-1355. 614/253-8811.

Columbus Life Insurance Co.
303 East Broad Street, Columbus OH 43215-3201. 614/221-5875.

Community Mutual Insurance Co.
2880 Victory Parkway, Cincinnati OH 45206-1723. 513/872-8100.

Community Mutual Insurance Co.
221 E 4th St, Cincinnati OH 45202-4151. 513/977-8801.

Crum & Forster Underwriters Co.
4445 Lake Forest Dr, Cincinnati OH 45242-3733. 513/563-3400.

GRE Insurance Group
1700 Edison Dr, Milford OH 45150-2729. 513/576-3200.

Home Life Financial Assurance Corp.
10560 Ashview Place, Suite 130, Cincinnati OH 45242. 513/733-4554.

Integrity Life
200 E Wilson Bridge Rd,
Worthington OH 43085-2389.
614/438-1012.

Kentucky Central Life Insurance Co.
Kincaid Towers, Lexington KY
40507. 606/253-5111.

ITT Capital Finance
11590 Century Boulevard,
Cincinnati OH 45246-3317.
513/671-6166.

McElroy-Minister Co. Inc.
141 East Town Street, Columbus
OH 43215-5106. 614/228-5565.

Ohio National Life Insurance
PO Box 237, Cincinnati OH
45201-0237. 513/861-3600.

Western Ohio Health Care
6601 Centerville Business Pkwy,
Dayton OH 45459-2655.
513/439-8028.

Ohio State Life Insurance Company
2500 Farmers Dr, Columbus OH
43235-2784. 614/764-4000.

Safeco Insurance Co.
5901 East Galbraith Road,
Cincinnati OH 45236-2251.
513/745-5000.

For more information on career opportunities in insurance:

Associations

ALLIANCE OF AMERICAN INSURERS
1501 Woodfield Road, Suite 400 West, Schaumburg
IL 60173-4980. 847/330-8500.

HEALTH INSURANCE ASSOCIATION OF AMERICA
555 13th Street North, Suite 600E, Washington DC
20004. 202/824-1600.

INSURANCE INFORMATION INSTITUTE
110 William Street, 24th Floor, New York NY 10038.
212/669-9200. World Wide Web address:
http://www.iii.org. Provides informational products on property/casualty insurance.

NATIONAL ASSOCIATION OF PROFESSIONAL INSURANCE AGENTS
400 North Washington Street, Alexandria VA 22314.
703/836-9340.

SOCIETY OF ACTUARIES
475 North Martingale Road, Suite 800, Schaumburg
IL 60173-2226. 847/706-3500.

Directories

INSURANCE ALMANAC
Underwriter Printing and Publishing Company, 50
East Palisade Avenue, Englewood NJ 07631.
201/569-8808. Hardcover annual, 639 pages, $115. Available at libraries.

INSURANCE MARKET PLACE
Rough Notes Company, Inc., P.O. Box 564,
Indianapolis IN 46206. 317/634-1541.

INSURANCE PHONE BOOK AND DIRECTORY
Reed Reference Publishing, 121 Chanlon Road, New
Providence NJ 07974. Toll-free phone: 800/521-8110. $89.95, new editions available every other year. Also available at libraries.

NATIONAL DIRECTORY OF HEALTH MAINTENANCE ORGANIZATIONS
Group Health Association of America, 1129 20th
Street NW, Suite 600, Washington DC 20036.
202/778-3200.

Magazines

BEST'S REVIEW
A.M. Best Company, A.M. Best Road, Oldwick NJ
08858-9988. 908/439-2200. Monthly.

INSURANCE JOURNAL
Wells Publishing, 9191 Towne Centre Drive, Suite
550, San Diego, CA 92122-1231 619/455-7717. A biweekly magazine covering the insurance industry. Subscription: $78 per year, $3 for a single issue.

INSURANCE TIMES
M & S Communications, 20 Park Plaza, Suite 1101,
Boston MA 02116. 617/292-7117. A regional biweekly insurance newspaper for insurance professionals.

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LEGAL SERVICES

The number of people working in the legal services field has exploded since the early '70s. According to a 1969 survey by the Bureau of Labor Statistics (BLS), there were 387,000 workers in legal services. Today, that number is well over 1 million. The glut of lawyers has led to tremendous competition in the legal profession. Law firms are laying off associates and firing unproductive partners. Graduates of prestigious law schools face tough competition for jobs, but for the top graduates, the offers will be there. According to Jon Sargent, an economist for the Office of Economic Growth at the BLS, some jobseekers looking to break into this industry may need to look outside the mainstream legal services industry: nonprofit companies, government positions, or law firms in smaller communities.

Paralegals have carved out a niche for themselves and continue to be the fastest-growing profession in legal services. "Paralegals have become a cost-effective way to provide legal services in many cases," says Sargent, referring to the realization by many employers that paralegals can do many of the same jobs as associates, at a much lower cost.

ARTER & HADDEN
One Columbus Building, 10 West Broad Street, Suite 2100, Columbus OH 43215. 614/221-3155. **Fax:** 614/221-0479. **Contact:** Nancy J. Manougian, Personnel. **Description:** A general service law firm.

BLAUGRUND HERBERT & MARTIN
P.O. Box 158, Dublin OH 43017. 614/764-0681. **Contact:** Personnel. **Description:** A law firm.

CONRAD, PHILLIPS & VUTECH, INC.
612 North Park Street, Columbus OH 43215. 614/224-3887. **Contact:** Jill Bower, Personnel. **Description:** A full-service law firm.

GRAYDON HEAD & RITCHEY
1900 Fifth Third Center, 511 Walnut Street, Cincinnati OH 45202. 513/621-6464. **Contact:** Human Resources. **Description:** A law firm offering general services.

JONES DAYS REAVIS & POGUE
41 South High Street, Columbus OH 43215. 614/469-3939. **Contact:** Todd Swatsler, Hiring Partner. **Description:** A law firm.

KEATING MUETHING AND KLEKAMP
1800 Provident Tower, One East 4th Street, Cincinnati OH 45202. 513/579-6400. **Contact:** Jim Whitaker, Hiring Partner. **Description:** A law firm.

SQUIRES SANDERS & DEMPSEY
1300 Huntington Center, 41 South High Street, Columbus OH 43215. 614/365-2700. **Fax:** 614/365-2499. **Contact:** Personnel. **Description:** This is the corporate office for the law firm Squires Sanders & Dempsey. **Corporate headquarters location:** This Location.

STRAUSS & TROY
2100 PNC Center, 201 East 5th Street, Cincinnati OH 45202-4186. 513/621-2120. **Contact:** Cookie Graff, Personnel Manager. **Description:** An attorney service.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

LEGAL SERVICES

Bricker & Eckler
100 S 3rd St, Columbus OH
43215-4291. 614/227-2300.

Chester Willcox And Saxbe
17 S High St, Columbus OH
43215-3413. 614/221-4000.

Frost & Jacobs
PO Box 5715, Cincinnati OH
45201-5715. 513/651-6800.

Graydon Head & Ritchey
8100 Burlington Pike, Florence
KY 41042-1212. 606/282-8800.

Stites & Harbison
2300 Lexington Financial Ctr,
Lexington KY 40507-1758.
606/226-2300.

Taft Chip & Hollister-Attorneys
425 Walnut St, Cincinnati OH
45202-3923. 513/381-2838.

Thompson Hine And Flory
2000 Courthouse Plaza NE,
Dayton OH 45402. 513/443-6600.

Vorys Sater Seymour And Peace
PO Box 1008, Columbus OH
43216-1008. 614/464-6400.

Wyatt Tarrant & Combs
1700 Lexington Financial Ctr,
Lexington KY 40507-1746.
606/233-2012.

For more information on career opportunities in legal services:

Associations

AMERICAN BAR ASSOCIATION
750 North Lake Shore Drive, Chicago IL 60611.
312/988-5000. World Wide Web address:
http://www.abanet.org.

FEDERAL BAR ASSOCIATION
1815 H Street NW, Suite 408, Washington DC 20006-3697. 202/638-0252. World Wide Web address:
http://www.access.digex.net/fedbar.

NATIONAL ASSOCIATION OF LEGAL ASSISTANTS
1516 South Boston, Suite 200, Tulsa OK 74119-4013.
918/587-6828. World Wide Web address:
http://www.nala.org. An educational association. Offers the National Voluntary Association Exam. Memberships are available.

NATIONAL FEDERATION OF PARALEGAL ASSOCIATIONS
P.O. Box 33108, Kansas City MO 64114-0108.
816/941-4000. World Wide Web address:
http://www.paralegals.org. Offers magazines, seminars, and Internet job listings.

NATIONAL PARALEGAL ASSOCIATION
P.O. Box 629, 6186 Honey Hollow Road, Doylestown
PA 18901. 215/297-8333.

Visit our exciting job and career site at http://www.careercity.com

MANUFACTURING: MISCELLANEOUS CONSUMER

The consumer goods manufacturing industry is more than just one industry. To generally forecast about the entire range of companies that make products for consumers is risky, since so much can differ from one segment to the next. In fact, many consumer manufacturers are listed under more specific categories in this book.

With that said, some general statements can be made about the outlook for this gigantic field. Over the long term, many analysts are optimistic. An improved economy, as well as an aging baby boom generation with growing disposable income, should provide stimulus for increases in personal durables. Continued growth in international trade should also point to a favorable long-term outlook for household consumer durables.

U.S. exports of household durables should also expand as trade barriers drop. The North American Free Trade Agreement (NAFTA), passed in early 1994, will give U.S. manufacturers even greater access to what is already the second-largest export market for U.S. household durables. Other trade agreements may follow with several Latin American countries. Potential markets in Eastern Europe and independent states of the former Soviet Union may also open.

AMERICAN TOOL COMPANIES, INC.
92 Grant Street, Wilmington OH 45177. 513/382-3811. **Fax:** 513/383-0404. **Contact:** Dan Mongold, Human Resources Manager. **Description:** Manufactures hand tools and power accessories. **Common positions include:** Accountant/Auditor; Buyer; Computer Programmer; Computer Systems Analyst; Customer Service Representative; Designer; Electrician; Financial Analyst; General Manager; Human Resources Specialist; Industrial Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor. **Educational backgrounds include:** Accounting; Computer Science; Finance; Marketing. **Benefits:** 401(k); Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** Kenosha WI. **Other U.S. locations:** Gorham ME; Beatrice NE; Dewitt NE; Lincoln NE; Cumberland WI. **Operations at this facility include:** Administration; Manufacturing; Sales. **Listed on:** Privately held. **Number of employees at this location:** 500. **Number of employees nationwide:** 2,500.

APEX
A DIVISION OF COOPER INDUSTRIES
P.O. Box 952, Dayton OH 45401. 513/222-7871. **Contact:** Larry Parson, Personnel Manager. **Description:** A producer of a variety of hand tools and related tools for a wide range of uses.

AVON PRODUCTS INC.
P.O. Box 145420, Cincinnati OH 45250-5420. 513/551-2000. **Contact:** Debbie Oliver, Personnel Director. **Description:** Avon Products is a major marketer of beauty care products, fashion jewelry, gifts, fragrances, and decorative products. The company sells its products through a network of 1.75 million direct sales representatives in over 119 countries around the world. **NOTE:** Salespeople are not considered employees of the company, but independent contractors or dealers, and most work part-time.

BALDWIN PIANO & ORGAN COMPANY

422 Wards Corner Road, Loveland OH 45140-8390. 513/576-4500. **Contact:** Dawn Poole, Personnel Manager. **Description:** A manufacturer of musical instruments including pianos and other keyboard instruments. **Common positions include:** Accountant/Auditor; Administrator; Advertising Clerk; Computer Programmer; Credit Manager; Customer Service Representative; Electrical/Electronics Engineer; Human Resources Specialist; Manufacturer's/Wholesaler's Sales Rep.; Marketing Specialist; Transportation/Traffic Specialist. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Engineering; Liberal Arts; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** This Location.

CLOPAY CORPORATION

312 Walnut Street, Suite 1600, Cincinnati OH 45202. 513/381-4800. **Contact:** Keith Motschman, Human Resources Department. **Description:** The Clopay Corporation is a division of The Griffon Corporation which produces building products and specialty plastic films. One of the nation's largest manufacturers of residential garage doors, Clopay brand garage doors have been recognized by both *Builder* and *Professional Builder* magazines. Clopay's 32 building distribution centers service both retail and dealer customers. The specialty plastic films operation focuses on the hygienic and health care markets with both branded and private label manufacturers, as well as the graphic arts market. **Parent company:** The Griffon Corporation also has a division in electronic information and communication systems. Known as Telephonics, the company is making a transition from United States military to civilian and international markets. Utilizing technology developed for the Air Force and Navy, Telephonics has entered the wireless communications and radar market on a commercial level.

DAP INC.

P.O. Box 277, Dayton OH 45401. 513/667-4461. **Toll-free phone:** 800/327-3339. **Contact:** Human Resources Department. **Description:** DAP, a consumer division of Wassall plc, is a manufacturer of sealant and adhesive products. **Parent company:** Wassall plc is a holding company whose subsidiaries are principally involved in the provision of pre-press and packaging services, and the manufacture and distribution of sealants, adhesives, bottle closures, and office furniture.

EVENFLO JUVENILE FURNITURE COMPANY

1801 Commerce Drive, Piqua OH 45356. 513/773-3971. **Contact:** Jack Dupps, Personnel Manager. **Description:** A manufacturer of children's furniture.

FRIGIDAIRE COMPANY

6000 Perimeter Drive, Dublin OH 43017. 614/792-4100. **Contact:** Human Resources. **Description:** Manufacturer of household appliances including laundry machines, ranges, dishwashers, refrigerators, freezers, air conditioners, and disposers. **Common positions include:** Accountant/Auditor; Administrator; Advertising Clerk; Attorney; Branch Manager; Claim Representative; Computer Programmer; Credit Manager; Customer Service Representative; Department Manager; Draftsperson; Economist/Market Research Analyst; Electrical/Electronics Engineer; General Manager; Human Resources Specialist; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Marketing Specialist; Mechanical Engineer; Operations/Production Manager; Public Relations Specialist; Purchasing Agent and Manager; Quality Control Supervisor; Systems Analyst. **Educational backgrounds include:** Accounting; Art/Design; Business Administration; Communications; Computer Science; Economics; Engineering; Finance; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Retirement Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Parent company:** AB Electrolux has four business areas: Household Appliances, Commercial Appliances, Outdoor Products, and Industrial Products. The main operation in Household Appliances is white goods, which account for 70 percent of sales. Other operations include floor-care products, absorption refrigerators for caravans and hotel rooms, room air-conditioners, sewing machines, as well as kitchen and bathroom cabinets. The main operations in Commercial Appliances are food-service equipment for restaurants and institutions, and equipment for such applications as apartment-house laundry rooms and commercial laundries. These product areas account for almost 75 percent of sales. Other operations include refrigeration equipment and freezers for shops and supermarkets, as well as vacuum cleaners and wet/dry cleaners for commercial use. Outdoor Products include garden equipment, chain saws, and other equipment for forestry operations. Garden equipment refers to portable products such as lawn trimmers and leaf blowers, as well as lawn mowers and garden tractors. Industrial Products comprise the group's second largest business area. Over 40 percent of sales consist of profiles and other half-finished goods in aluminum, manufactured by Granges. Other main operations include car safety belts and other products for personal safety in cars, as well as materials-handling equipment. **Operations at this facility include:** Administration; Sales; Service.

HUFFY CORPORATION
P.O. Box 1204, Dayton OH 45401-1204. 513/866-6251. **Contact:** Don Schick, Human Resources Director. **Description:** Huffy Corporation is a manufacturer of bicycles and has expanded its product line to include the design, manufacturing, and marketing of recreational, leisure, and juvenile products. The company also operates a national in-store assembly and warranty service business and provides inventory services to retailers. **Number of employees nationwide:** 6,330.

INDIANA GLASS COMPANY
4460 Lake Forest Drive, Suite 200, Cincinnati OH 45242-3741. 513/563-1113. **Contact:** Human Resources. **Description:** Indiana Glass Company produces and distributes glassware through discount stores, supermarkets and other mass merchandisers, gift and department stores, and the company's own home party plan. The group also produces and imports table and giftware. **Parent company:** Lancaster Colony Corporation manufactures and markets three families of products: Specialty Foods, Automotive, and Glassware Candles.

INVINCIBLE AIRFLOW SYSTEMS
600 North Ray, Baltic OH 43804. 330/897-3200. **Contact:** Max Weaver, Human Resources. **Description:** A manufacturer of vacuum cleaners. **NOTE:** All resumes should be sent to: P.O. Box 380, Baltic OH 43804.

LANCASTER COLONY CORPORATION
37 West Broad Street, Columbus OH 43215. 614/224-7141. **Contact:** Sally Evans, Personnel Director. **Description:** Lancaster Colony Corporation manufactures and markets three families of products: Specialty Foods, Automotive, and Candles. Glassware and candles are produced and distributed through discount stores, supermarkets and other mass merchandisers, gift and department stores, and the company's own home party plan. The group produces and markets glass containers for the florist industry and imports table and giftware. Marzetti brands lead the food group, complemented by Pfeiffer, Gizard, Mountain Top, New York, Reames, Inn Maid, and Romanoff specialty products. Rubber, vinyl, and carpet-on-rubber car mats are produced for both the original equipment and consumer aftermarket in the automotive group. The company also manufactures pickup truck bed mats and liners, truck and trailer splash guards, and aluminum and plastic accessories for light trucks and vans. **Corporate headquarters location:** This Location. **Listed on:** NASDAQ.

LEGGETT & PLATT, INC.
TEXTILE PRODUCTS DIVISION
P.O. Box 4037, Winchester KY 40392. 606/744-4626. **Contact:** Human Resources. **Description:** Specializes in the manufacturing and marketing of a broad line of components for the furniture and bedding industries. Company products also include select lines of commodity fibers and carpet cushioning materials. The Textile Products Division is an operating division of Leggett & Platt, Inc., with a number of manufacturing locations across the nation. Operating locations manufacture products made from recycled fiber materials. Products include bedding and furniture fiber components, textile commodities, industrial wiping cloths, and synthetic fiber carpet cushions. Operations at this location include the manufacture of bed components such as box springs, inner springs, and bed railings. **Corporate headquarters location:** Carthage MO. **Other U.S. locations:** Villa Rica GA; Pineville NC; Cincinnati OH; Nashville TN; Mexica TX.

NEFF ATHLETIC LETTERING COMPANY

645 Pine Street, Greenville OH 45331. 513/548-3194. **Contact:** Joseph P. Andros, Vice President of Human Resources. **Description:** A manufacturer of chenille sports awards; also carries a line of recognition products such as banners, plaques, jackets, T-shirts, and fleecewear. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Buyer; Commercial Artist; Computer Programmer; Customer Service Representative; Department Manager; Financial Analyst; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Management Trainee; Manufacturer's/Wholesaler's Sales Rep.; Marketing Specialist; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor. **Educational backgrounds include:** Accounting; Art/Design; Business Administration; Communications; Liberal Arts; Marketing. **Benefits:** Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Profit Sharing; Retirement Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Parent company:** The Treaty Company. **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing; Research and Development; Sales.

PRETTY PRODUCTS INC.

P.O. Box 6002, 437 Cambridge Road, Coshocton OH 43812. 614/622-3522. **Contact:** Personnel Director. **Description:** A producer of rubber consumer products including car accessories and kitchenware.

PROCTER & GAMBLE

P.O. Box 599, Cincinnati OH 45201-0599. 513/983-1100. **Recorded Jobline:** 513/983-2125. **Contact:** Personnel. **Description:** This location is the corporate headquarters and also the manufacturing location of Jif brand peanut butter. Procter & Gamble manufactures over 300 laundry, cleaning, paper, beauty care, health care, food, and beverage products in more than 140 countries around the world. Laundry and household cleaning products include hard surface cleaners such as Mr. Clean (introduced in 1959), and fabric conditioners such as Bounce and Downy. Paper products include Pampers and Luvs diapers, Charmin bath tissue, and Bounty paper towels. Beauty products include Pantene Pro-V, the Vidal Sassoon hair care line, Cover Girl cosmetics, and Giorgio Beverly Hills fragrances. Health care products include Vicks cold remedies; Aleve, the first non-prescription version of Naprosyn; Didro-Kit therapy for osteoporosis; and Asacol, a treatment for ulcerative colitis. Food and beverage products include brand names such as Sunny Delight juice drink and Pringles potato chips. Other Procter & Gamble brands include Tide, Ariel, Crest, Crisco, and Max Factor. The company does extensive international business in Europe, Asia, Latin America, and Canada. Procter & Gamble's philosophy is built on building brand and consumer loyalty. In 1994, the company was awarded the Opportunity 2000 Award by the United States Department of Labor, a distinction recognizing the efforts of men and women throughout the organization to promote and advance employees of all origins and backgrounds. **NOTE:** Hiring is limited to entry-level positions and recruiting is centrally coordinated. **Common positions include:** Chemical Engineer; Electrical/Electronics Engineer; Financial Analyst; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager. **Educational backgrounds include:** Business Administration; Computer Science, Engineering; Finance; Liberal Arts; Marketing. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Manufacturing; Research and Development; Sales. **Listed on:** New York Stock Exchange.

TOTES INC.

10078 East Kemper Road, Loveland OH 45140. 513/583-2300. **Contact:** Linda Schmidt, Director of Human Resources. **Description:** A retail manufacturer of handbags, umbrellas, and other accessories for men and women.

UNION TOOLS COMPANY

P.O. Box 1930, Columbus OH 43216-1930. 614/222-4400. **Contact:** Don Bidwell, Human Resources Manager. **Description:** A manufacturer of hoes and forks.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

BATTERIES

Yuasa-Exide Inc.
761 Eastern Bypass, Richmond KY 40475-2408. 606/624-7300.

BURIAL CASKETS

Clark Grave Vault Co.
375 East 5th Avenue, Columbus OH 43201-2819. 614/294-3761.

COSMETICS AND RELATED PRODUCTS

Redken Laboratories Inc.
7080 New Buffington Rd, Florence KY 41042. 606/727-4700.

Tressa Inc.
2711 Circleport Dr, Erlanger KY 41018-1080. 606/525-1300.

HAND AND EDGE TOOLS

Fuller Tool Corp.
555 Metro Pl N, Dublin OH 43017-1375. 614/798-9400.

Mac Tools Inc.
4380 Roberts Rd, Columbus OH 43228-9663. 614/876-1330.

Mac Tools Inc.
197 North Jefferson Street, Sabina OH 45169. 513/584-5143.

HOUSEHOLD APPLIANCES

Matsushita Floor Care Co.
1355 Lebanon Rd, Danville KY 40422-9601. 606/236-8400.

Southern Rays Tanning
1925 Glengarry Way, Lexington KY 40505-2031. 606/278-4944.

Whirlpool Corp.
117 East 5th Street, Greenville OH 45331-1935. 513/548-4126.

HOUSEHOLD AUDIO AND VIDEO EQUIPMENT

Clarion Manufacturing Corp. of America
PO Box 240, Walton KY 41094-0240. 606/485-6600.

Eminence Speaker Corp.
838 Mulberry Pike, Eminence KY 40019-1452. 502/845-5622.

HOUSEHOLD FURNITURE

Ficks Reed Co.
4900 Charlemar Drive, Cincinnati OH 45227-1402. 513/561-2100.

JEWELRY, SILVERWARE, AND PLATED WARE

IB Goodman Manufacturing Co. Inc.
314 John St, Cincinnati OH 45202-3427. 513/241-1206.

LAWN AND GARDEN TRACTORS AND RELATED EQUIPMENT

Ohio Steel Industries Inc.
2575 Ferris Rd, Columbus OH 43224-2597. 614/471-4804.

MISC. FURNITURE AND FIXTURES

Amtekco Industries Inc.
33 West Hinman Avenue, Columbus OH 43207-1899. 614/443-4677.

POWER-DRIVEN HAND TOOLS

Eagle Manufacturing Co.
7100 Industrial Rd, Florence KY 41042-2908. 606/282-5900.

SAW BLADES AND HAND SAWS

American Emblem Tool Co.
1251 Harry Long Road, Shelbyville KY 40065-9139. 502/633-5082.

SCALES AND BALANCES

Mettler-Toledo Inc.
60 Collegeview Rd, Westerville OH 43081-1429. 614/841-5110.

Mettler-Toledo Inc.
6600 Huntley Rd, Columbus OH 43229-1048. 614/841-7300.

TOYS AND SPORTING GOODS

Brunswick Corp.
891 Ballardsville Rd, Eminence KY 40019-1230. 502/845-5666.

Hutch Sporting Goods Inc.
1835 Airport Exchange Blvd, Erlanger KY 41018-3132. 606/282-9000.

Kenner Products
615 Elsinore Pl, Cincinnati OH 45202-1459. 513/579-4000.

The Golfworks
4820 Jacksontown Rd SE, Newark OH 43056-9377. 614/323-4193.

For more information on career opportunities in consumer manufacturing:

Associations

ASSOCIATION FOR MANUFACTURING TECHNOLOGY
7901 Westpark Drive, McLean VA 22102. 703/893-2900. World Wide Web address: http://www.mfgtech.org. Offers research services.

ASSOCIATION OF HOME APPLIANCE MANUFACTURERS
20 North Wacker Drive, Chicago IL 60606. 312/984-5800.

NATIONAL ASSOCIATION OF MANUFACTURERS
1331 Pennsylvania Avenue NW, Suite 1500, Washington DC 20004. 202/637-3000. World Wide

Web address: http://www.nam.org. A lobbying association for manufacturers.

NATIONAL HOUSEWARES MANUFACTURERS ASSOCIATION
6400 Schafer Court, Suite 650, Rosemont IL 60018. 847/292-4200 World Wide Web address: http://www.housewares.org. Offers shipping discounts and other services.

SOCIETY OF MANUFACTURING ENGINEERS
P.O. Box 930, One SME Drive, Dearborn MI 48121. 313/271-1500. World Wide Web address: http://www.sme.org. Offers educational events and educational materials on manufacturing.

Magazines

APPLIANCE
1110 Jorie Boulevard, Oak Brook IL 60522-9019. 708/990-3484. Monthly. $70.00 for a one-year subscription.

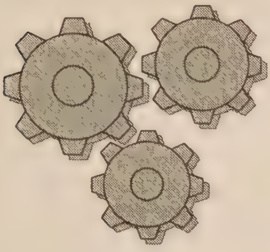
COSMETICS INSIDERS REPORT
Advanstar Communications, 131 West 1st Street, Duluth MN 55802. Toll-free phone: 800/346-0085. $189.00 for a one year subscription; 24 issues annually. Features timely articles on cosmetics marketing and research.

Directories

APPLIANCE MANUFACTURER ANNUAL DIRECTORY
Appliance Manufacturer, 5900 Harper Road, Suite 105, Solon OH 44139. 216/349-3060. $25.00.

HOUSEHOLD AND PERSONAL PRODUCTS INDUSTRY BUYERS GUIDE
Rodman Publishing Group, 17 South Franklin Turnpike, Ramsey NJ 07446. 201/825-2552. $12.00.

MANUFACTURING: MISCELLANEOUS INDUSTRIAL



New investments by American businesses have generated much of the U.S. economy's expansion in recent years. That's good news for machinery manufacturers, who have been very busy. Through October 1995, the manufacturing of machinery and equipment was up about 12 percent over the previous year.

ALLIEDSIGNAL AUTOMOTIVE
851 Jackson Street, Greenville OH 45331. 513/548-1161. **Contact:** John Demetski, Human Resources Department. **Description:** An industrial and commercial machinery manufacturer. **Corporate headquarters location:** Franklin IN. **Parent company:** AlliedSignal Corporation.

AMANO CINCINNATI
130 Commerce Boulevard, Loveland OH 45140. 513/697-9000. **Contact:** Human Resources. **Description:** Produces time and attendance systems and devices, data collection systems, parking lot control systems, and access control systems. **Common positions include:** Accountant/Auditor; Administrator; Branch Manager; Buyer; Computer Programmer; Credit Manager; Customer Service Representative; Department Manager; Draftsperson; Electrical/Electronics Engineer; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Sales Associate; Systems Analyst; Technical Writer/Editor. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Engineering; Liberal Arts; Marketing; Mathematics. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Operations at this facility include:** Administration; Manufacturing; Research and Development; Sales; Service.

AMERICAN LAUNDRY MACHINERY INC.
5050 Section Avenue, Cincinnati OH 45212. 513/731-5500. **Contact:** Theodore J. Hyle, Vice President of Human Resources. **Description:** Manufactures commercial laundry and dry cleaning equipment. **Common positions include:** Accountant/Auditor; Administrator; Advertising Clerk; Blue-Collar Worker Supervisor; Buyer; Computer Programmer; Credit Manager; Customer Service Representative; Department Manager; Draftsperson; Electrical/Electronics Engineer; Human Resources Specialist; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Operations/Production Manager; Public Relations Specialist; Purchasing Agent and Manager; Quality Control Supervisor; Systems Analyst; Technical Writer/Editor; Transportation/Traffic Specialist. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Economics; Engineering; Finance; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Profit Sharing. **Corporate headquarters location:** This Location. **Operations at this facility include:** Manufacturing. **Listed on:** Privately held. **Number of employees at this location:** 335.

BARNEBEY & SUTCLIFFE CORPORATION
P.O. Box 2526, Columbus OH 43219. 614/258-9501. **Contact:** Human Resources Department. **Description:** Manufactures purification equipment.

THE BUSCHMAN COMPANY
10045 International Boulevard, Cincinnati OH 45246. 513/874-0788. **Contact:** Dan Baer, Personnel Specialist. **Description:** Manufactures conveying equipment for a variety of applications. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor;

Buyer; Computer Programmer; Draftsperson; Electrical/Electronics Engineer; Human Resources Specialist; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Software Engineer. **Educational backgrounds include:** Accounting; Computer Science; Engineering. **Corporate headquarters location:** This Location. **Parent company:** Pinnacle Automation, Inc. **Operations at this facility include:** Administration; Manufacturing; Research and Development; Sales.

THE CAMPBELL GROUP
POWERWINCH DIVISION
100 Production Drive, Harrison OH 45030-1477. 513/367-4811. **Contact:** Human Resources. **Description:** Manufactures powerwinches used for towing boats, airplanes, and anchors.

CAPITAL CITY PRODUCTS COMPANY
P.O. Box 569, Columbus OH 43216-0569. 614/299-3131. **Contact:** Glenn Martin, Personnel Director. **Description:** Produces a variety of industrial oils and related products.

CASCADE CORPORATION
2501 Sheridan Avenue, Springfield OH 45505. 513/327-0354. **Contact:** Rita Schuler, Human Resources Assistant. **Description:** Produces a broad range of industrial machinery and components for a variety of clients.

CINCINNATI INC.
P.O. Box 11111, Cincinnati OH 45211. 513/367-7403. **Contact:** Mr. Blevins Hensley, Assistant Personnel Manager. **Description:** A manufacturer of large industrial machinery including shears, brakes, presses, and lasers.

CINCINNATI MILACRON, INC.
4701 Marburg Avenue, Cincinnati OH 45209. 513/841-8100. **Contact:** Theodore Mauser, Human Resources Director. **Description:** Cincinnati Milacron is a world leader in advanced manufacturing technologies for the metalworking and plastics processing industries. Products include machine tools, numerical controls, plastic machinery, grinding wheels, coolants, coordinate measuring machines, composites processing systems, and Valenite metalcutting tools. Foreign plants are located in Mexico, Austria, France, Germany, Great Britain, Japan, and the Netherlands. **Common positions include:** Accountant/Auditor; Ceramics Engineer; Chemical Engineer; Electrical/Electronics Engineer; Financial Analyst; Human Resources Specialist; Industrial Engineer; Management Trainee; Materials Engineer; Mechanical Engineer; Metallurgical Engineer; Software Engineer; Structural Engineer. **Educational backgrounds include:** Accounting; Computer Science; Engineering; Finance. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Other U.S. locations:** MI; OH; PA; SC; TX; VA. **Operations at this facility include:** Administration; Manufacturing; Regional Headquarters; Research and Development. **Listed on:** New York Stock Exchange. **Number of employees at this location:** 2,000. **Number of employees nationwide:** 9,000.

CINCINNATI MILACRON/BATAVIA
4165 Halfacre Road, Batavia OH 45103. 513/536-2000. **Contact:** Theodore Mauser, Director, Human Resources. **Description:** Cincinnati Milacron is a world leader in advanced manufacturing technologies for the metalworking and plastics processing industries. Products include machine tools, numerical controls, plastic machinery, grinding wheels, coolants, coordinate measuring machines, composites processing systems, and Valenite metalcutting tools. Foreign plants are located in Mexico, Austria, France, Germany, Great Britain, Japan, and the Netherlands. **Corporate headquarters location:** Cincinnati OH. **Other U.S. locations:** MI; OH; PA; SC; TX; VA. **Listed on:** New York Stock Exchange. **Number of employees nationwide:** 9,000.

CINCINNATI MILACRON/LEBANON
1151 West Mason-Morrow Road, Lebanon OH 45036. 513/494-1200. **Contact:** Kenneth M. Briggs, Personnel Director. **Description:** Cincinnati Milacron is a world leader in advanced

manufacturing technologies for the metalworking and plastics processing industries. Products include machine tools, numerical controls, plastic machinery, grinding wheels, coolants, coordinate measuring machines, composites processing systems, and Valenite metalcutting tools. Foreign plants are located in Mexico, Austria, France, Germany, Great Britain, Japan, and the Netherlands. **Corporate headquarters location:** Cincinnati OH. **Other U.S. locations:** MI; OH; PA; SC; TX; VA. **Listed on:** New York Stock Exchange. **Number of employees nationwide:** 9,000.

CLARK MATERIAL HANDLING COMPANY
172 Trade Street, Lexington KY 40510. 606/288-1200. **Contact:** Jeff Kirk, Human Resources. **Description:** A forklift manufacturer. **Number of employees at this location:** 1,600.

COLUMBUS COATED FABRIC/BORDEN
P.O. Box 208, Columbus OH 43216-0208. 614/297-6198. **Contact:** Tom Ness, Manager of Employee Relations. **Description:** Manufactures decorative products for industrial, residential, and commercial use as a unit of Borden Inc. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Chemist; Customer Service Representative; Manufacturer's/Wholesaler's Sales Rep.; Marketing Specialist; Process Engineer. **Educational backgrounds include:** Accounting; Art/Design; Business Administration; Chemistry; Engineering; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan. **Operations at this facility include:** Manufacturing.

COMPAIR LEROI
211 East Russell Road, P.O. Box 927, Sidney OH 45365-2270. 513/498-2580. **Fax:** 513/498-2270. **Contact:** Gerald R. Kempfer, Manager of Human Resources. **Description:** CompAir LeRoi is a manufacturer of portable and stationary air compressors. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Buyer; Computer Programmer; Computer Systems Analyst; Credit Manager; Customer Service Representative; Designer; Draftsperson; Industrial Engineer; Industrial Production Manager; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Quality Control Supervisor. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Engineering; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Profit Sharing; Savings Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Manufacturing; Research and Development; Sales; Service. **Listed on:** Privately held. **Number of employees at this location:** 275. **Number of employees nationwide:** 290.

COOPER ENERGY SERVICES
105 North Sandusky Street, Mount Vernon OH 43050. 614/393-8677. **Contact:** Bob Rafferty, Vice President, Human Resources. **Description:** A manufacturer of rotating and reciprocating power and compression equipment for the energy industry. **Common positions include:** Accountant/Auditor; Computer Programmer; Electrical/Electronics Engineer; Industrial Engineer; Mechanical Engineer. **Educational backgrounds include:** Computer Science; Engineering. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Corporate headquarters location:** Houston TX. **Other U.S. locations:** Nationwide. **Parent company:** Cooper Industries Inc. **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing; Regional Headquarters; Research and Development; Sales; Service.

COPELAND CORPORATION
1675 West Campbell Road, Sidney OH 45365. 513/498-3981. **Contact:** Mary E. Cleveland, Division Manager. **Description:** A manufacturer of compressors and condensing units for the commercial, industrial, and residential air conditioning and refrigeration industries. **Common positions include:** Accountant/Auditor; Industrial Engineer; Mechanical Engineer. **Educational backgrounds include:** Accounting; Business Administration; Engineering. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Parent company:** Emerson Electric. **Operations at this facility include:** Administration; Manufacturing; Research and Development; Sales.

DAYTON PROGRESS CORPORATION
500 Progress Road, P.O. Box 39, Dayton OH 45449. 513/859-5111. **Fax:** 513/859-5353. **Contact:** Rich Clue, Director of Employment and Benefits. **Description:** Dayton Progress is a leading supplier of die components to the metal stamping industry. **Common positions include:** Accountant/Auditor; Advertising Clerk; Blue-Collar Worker Supervisor; Buyer; Claim Representative; Commercial Artist; Computer Programmer; Cost Estimator; Customer Service Representative; Department Manager; Draftsperson; Electrician; Financial Analyst; Human Resources Specialist; Industrial Engineer; Management Trainee; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Technical Writer/Editor. **Educational backgrounds include:** Business Administration; Computer Science. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** This Location. **Other U.S. locations:** IN. **Parent company:** Federal Signal Corporation. **Operations at this facility include:** Administration; Manufacturing; Sales.

DAYTON RELIABLE TOOL & MANUFACTURING COMPANY
618 Greenmount Boulevard, Dayton OH 45419-2800. 513/298-7391. **Contact:** Laura Greger, Human Resources Director. **Description:** A manufacturer of tools and related equipment.

EAGLE-PICHER INDUSTRIES, INC.
P.O. Box 779, Cincinnati OH 45201. 513/721-7010. **Contact:** Donna Tonkin, Office Manager. **Description:** A diversified manufacturer of a wide range of raw materials serving industrial, electromechanical, automotive, and aeronautical clients. **Corporate headquarters location:** This location.

GLACIER VANDERVELL INC.
17226 CR57, Caldwell OH 43724. 614/732-2311. **Contact:** Dennis Drzewiecki, Manager of Human Resources. **Description:** A manufacturer of bushings and washers. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Buyer; Chemist; Industrial Engineer; Mechanical Engineer; Metallurgical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Systems Analyst. **Educational backgrounds include:** Accounting; Business Administration; Chemistry; Engineering. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Bell Fountaine OH. **Parent company:** T&N Corporation.

GLOBE MOTORS
2275 Stanley Avenue, Dayton OH 45404. 513/228-3171. **Contact:** Steve Hendrickson, Director, Human Resources. **Description:** A manufacturer of sub-fractional horsepower motors and motion devices for the military and commercial market. **Common positions include:** Accountant/Auditor; Electrical/Electronics Engineer; Financial Analyst; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer. **Educational backgrounds include:** Business Administration; Engineering; Finance; Physics. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Paris, France. **Operations at this facility include:** Administration; Divisional Headquarters; Research and Development; Sales.

GOODYEAR TIRE & RUBBER COMPANY
13601 Industrial Parkway, Marysville OH 43040. 513/644-8900. **Contact:** Human Resources. **Description:** Overall, Goodyear Tire & Rubber Company's principal business is the development, manufacture, distribution, and sale of tires for most applications worldwide. Goodyear also manufactures and sells a broad spectrum of rubber products and rubber-related chemicals for various industrial and consumer markets and provides auto repair services. The company operates 32 plants in the United States, 42 plants in 29 other countries, and more than 1,800 retail tire and service centers and other distribution facilities around the globe. Strategic business units of Goodyear Tire & Rubber include North American Tire; Kelly-Springfield, Goodyear Europe, Goodyear Latin America; Goodyear Asia; Engineered Products; Chemicals; Celeron; and

Goodyear Racing. This location manufactures conveyor belts for a variety of operations. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Buyer; Chemical Engineer; Computer Programmer; Electrical/Electronics Engineer; Industrial Engineer; Marketing Specialist; Mechanical Engineer; Operations/Production Manager; Quality Control Supervisor. **Educational backgrounds include:** Accounting; Business Administration; Engineering; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Akron OH. **Operations at this facility include:** Manufacturing. **Listed on:** New York Stock Exchange.

HAMILTON FIXTURE

3620 Symms Road, Hamilton OH 45015. 513/860-0606. **Fax:** 513/860-0819. **Contact:** Gordon Conti, Human Resources. **Description:** A manufacturer of fixtures and displays for retail establishments. Three divisions provide fixtures and displays constructed of metal, acrylic, wood, or a combination of materials. **Common positions include:** Buyer; Customer Service Representative; Designer; Draftsperson; Industrial Engineer; Materials Engineer; Mechanical Engineer; Metallurgical Engineer. **Educational backgrounds include:** Accounting; Wood Working. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Manufacturing; Sales; Service. **Listed on:** Philadelphia Exchange. **Number of employees nationwide:** 800.

ITT A-C PUMP

1150 Tennessee Avenue, Cincinnati OH 45229. 513/482-2500. **Contact:** Manager of Employee Relations. **Description:** A company involved in the production of pumps for the chemical process industry, water and wastewater facilities, HVAC, and firepumps. ITT A-C Pump is an operating unit of ITT Fluid Technology Corporation, which is based in Midland Park NJ. **Corporate headquarters location:** New York NY. **Parent company:** ITT Corporation is a diversified, global enterprise engaged in three major business areas: Financial and Business Services, which includes ITT Hartford, ITT Financial Corporation and ITT Communications and Information Services, Inc.; Manufactured Products, which includes ITT Automotive, ITT Defense and Electronics, Inc., and ITT Fluid Technology Corporation; and Sheraton Hotels (ITT Sheraton Corporation).

KARDEX SYSTEMS INC.

P.O. Box 171, Marietta OH 45750. 614/374-9300. **Contact:** Rick Hersman, Personnel Director. **Description:** A producer of filing and storage equipment for office use.

LEBLOND MAKINO MACHINE TOOL COMPANY

7680 Innovation Way, Mason OH 45040. 513/573-7200. **Fax:** 513/573-7341. **Contact:** Joan B. Woodward, Human Resources Manager. **Description:** Established in 1887, LeBlond Makino Machine Tool Company is a manufacturer of molds, gauges, small tools, lathes, single- and multiple-spindle drills, and milling machines. **Common positions include:** Blue-Collar Worker Supervisor; Draftsperson; Field Service Engineer; Mechanical Engineer. **Educational backgrounds include:** Engineering. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Divisional Headquarters; Manufacturing; Sales; Service. **Number of employees at this location:** 300.

LEGGETT & PLATT, INC.

P.O. Box 367, Simpsonville KY 40067. 502/722-8811. **Contact:** Steve Bohnlein, Human Resources Manager. **Description:** Specializes in the manufacture and marketing of a broad line of components for the furniture and bedding industries. Company products also include select lines of commodity fibers and carpet cushioning materials. A variety of diversified products are produced and sold in different markets. This location manufactures motion furniture products for recliner chairs, swivel chairs, rockers, and sleeper sofas. **Common positions include:** Branch Manager; Draftsperson; Human Resources Specialist; Industrial Engineer; Production Manager; Purchasing Agent and Manager; Quality Control Supervisor. **Educational backgrounds include:** Computer Science; Management/Planning. **Benefits:** Disability Coverage; Life Insurance; Medical Insurance;

Pension Plan; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** Carthage MO. **Operations at this facility include:** Manufacturing. **Listed on:** New York Stock Exchange.

LIQUI-BOX CORPORATION
6950 Worthington-Galena Road, Worthington OH 43085. 614/888-9280. **Contact:** Human Resources. **Description:** A leading manufacturer of bag-in-box flexible packaging, blow molded containers, filling equipment, and bulk liquid dispensing systems for the beverage, wine, dairy, processed foods, pharmaceuticals, specialty chemicals, and bottled water industries. Liqui-Box operates 13 production facilities in the United States and one in England. The company's products are marketed domestically by a field sales force and manufacturers' representatives, and sold around the globe through licensees, agents, and the company's own export operations. **Corporate headquarters location:** This Location. **Listed on:** NASDAQ.

METTLER-TOLEDO
350 West Wilson Bridge Road, Worthington OH 43085. 614/438-4511. **Contact:** Human Resources. **Description:** Mettler-Toledo is a subsidiary of Ciba which manufactures precision balances and scales. Ciba is a biological and chemical group based in Switzerland which handles health care, agriculture, and industry products and services. The Industry segment produces dyestuffs and chemicals for textiles, paper, and leather; antimicrobials; fluorescent whitening agents; additives for plastics, elastomers, synthetic fibers, photography, and lubricants; pigments for paints, protection of surfaces, printing inks, plastics, ceramics, and glass; adhesives; synthetic resins; photo resists for the printed circuit board industry; lightweight components for the aerospace industry; analytical instruments; and precision balances and scales from laboratory to heavy industrial use. **Parent company:** Ciba's customers include the textile, leather, paper, oil, photographic, automobile, aerospace, electronics, construction, ceramics, glass, and paint industries, as well as manufacturers of cosmetics and detergents, plastic processors, printing ink manufacturers, and laboratories.

MODERN TECHNOLOGIES CORPORATION
4032 Linden Avenue, Dayton OH 45432. 513/252-9199. **Contact:** Human Resources. **Description:** Modern Technologies provides engineering and technical services and is engaged in manufacturing. **Common positions include:** Accountant/Auditor; Aerospace Engineer; Budget Analyst; Buyer; Ceramics Engineer; Chemical Engineer; Chemist; Computer Programmer; Computer Systems Analyst; Cost Estimator; Electrical/Electronics Engineer; Financial Analyst; Human Resources Specialist; Industrial Engineer; Materials Engineer; Mechanical Engineer; Metallurgical Engineer; Software Engineer; Technical Writer/Editor. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Tuition Assistance. **Corporate headquarters location:** This Location. **Subsidiaries include:** Composite Technologies Corporation. **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing; Regional Headquarters; Research and Development. **Listed on:** Privately held. **Number of employees at this location:** 350. **Number of employees nationwide:** 780.

MONARCH SIDNEY
A DIVISION OF THE MONARCH MACHINE TOOL COMPANY
P.O. Box 668, Sidney OH 45365. 513/492-4111. **Contact:** Bob Metzer, Personnel Director. **Description:** A manufacturer of metal cutting lathes and manual and CNC turning machines. **Common positions include:** Accountant/Auditor; Assembly Worker; Blue-Collar Worker Supervisor; Buyer; Computer Programmer; Designer; Draftsperson; Electrical/Electronics Engineer; Industrial Engineer; Machinist; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Quality Control Supervisor. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Engineering. **Benefits:** Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing; Research and Development; Sales; Service. **Listed on:** New York Stock Exchange.

MOSLER, INC.

8509 Berk Boulevard, Hamilton OH 45015. 513/870-1900. **Contact:** Pauline Schwitalski, Employment Supervisor. **Description:** A manufacturer of safes, locks, alarms, and various other security products. **Corporate headquarters location:** This location.

MOYNO INDUSTRIAL PRODUCTS
A UNIT OF ROBBINS & MYERS, INC.

P.O. Box 960, Springfield OH 45501. 513/327-3111. **Toll-free phone:** 800/325-1331. **Fax:** 513/327-3040. **Contact:** Sharon L. De Wine, Salaried Personnel Manager. **World Wide Web address:** http://www.tpusa.com/moyno. **Description:** Manufactures fluids handling products such as progressing cavity pumps, manual and automated pinch valves and controls, and down hold pumps for oil and gas recovery and their associated accessories. **Common positions include:** Accountant/Auditor; Administrative Services Manager; Advertising Clerk; Blue-Collar Worker Supervisor; Buyer; Chemical Engineer; Chemist; Clerical Supervisor; Computer Programmer; Computer Systems Analyst; Customer Service Representative; Design Engineer; Designer; Draftsperson; Electrical/Electronics Engineer; Electrician; Environmental Engineer; General Manager; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Mechanical Engineer; MIS Specialist; Purchasing Agent and Manager; Quality Control Supervisor; Telecommunications Manager; Transportation/Traffic Specialist; Typist/Word Processor. **Educational backgrounds include:** Accounting; Art/Design; Business Administration; Computer Science; Engineering; Finance; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Special programs:** Entry-level positions. **Corporate headquarters location:** Dayton OH. **Parent company:** Robbins & Myers, Inc. **Operations at this facility include:** Administration; Manufacturing; Research and Development; Sales. **Listed on:** NASDAQ. **Annual sales/revenues:** $11 - $20 million. **Number of employees at this location:** 423.

PMI FOOD EQUIPMENT
HOBART CORPORATION

701 Ridge Avenue, Troy OH 45374. **Contact:** Human Resources. **Description:** Manufactures food processing equipment. **NOTE:** This firm does not accept unsolicited resumes. Please respond to advertised openings only.

PARKER HANNIFIN CORPORATION
TUBE FITTINGS DIVISION

725 North Beech Street, Eaton OH 45320. 513/456-5571. **Contact:** Human Resources. **Description:** Produces tube fittings and other components for industrial applications. The parent company makes motion control products including fluid power systems, electromechanical controls and related components. Products are sold through direct sales employees and more than 4,900 distributors. Repair and replacement components account for about half of the total sales. The product lines of the industrial sector cover most of the components control systems. The motion and control group makes hydraulic pumps, power units, control valves, accumulators, cylinders, actuators, and automation devices to remove contaminants from air, fuel, oil, water, and other fluids. Fluid Connectors Group makes connectors, tube and hose fittings, hoses, and couplers which transmit fluid. Seal Group makes sealing devices, gaskets and packing which insure leak-proof connections. Automotive and refrigeration groups make components for use in industrial and automotive air-conditioning and refrigeration systems. Principal products of aerospace segment are hydraulic, pneumatic, and fuel systems and components. **Corporate headquarters location:** Cleveland OH.

RANCO INC.

8115 U.S. Route 42 North, Plain City OH 43064. 614/873-9000. **Contact:** Human Resources. **Description:** A multinational producer of a widely diversified line of automated control devices used to facilitate the conservation and control of energy, the reduction and control of automobile emissions, and the maintenance of safety, physical comfort, and convenience. **NOTE:** Please contact Doris Lyon for salaried positions and Sharon Mitchell for hourly positions. **Common positions include:** Accountant/Auditor; Buyer; Credit Manager; Customer Service Representative; Draftsperson; Financial Analyst; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.;

Mechanical Engineer; Quality Control Supervisor; Systems Analyst. **Educational backgrounds include:** Accounting; Business Administration; Engineering; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance.

REXROTH CORPORATION
1953 Mercer Road, Lexington KY 40511. 606/254-8031. **Contact:** Ms. Erma Emerson, Human Resources. **Description:** A manufacturer of valves and cylinders for industrial machinery. **Number of employees at this location:** 290.

RICHARDS INDUSTRIES
3170 Wasson Road, Cincinnati OH 45209. 513/533-5600. **Fax:** 513/871-0271. **Contact:** Allison Richards, Human Resources Administrator. **Description:** A valve manufacturer. **Common positions include:** Accountant/Auditor; Assembly Worker; Buyer; Customer Service Representative; Industrial Engineer; Machinist; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Purchasing Agent and Manager; Services Sales Representative. **Educational backgrounds include:** Business Administration; Engineering; Manufacturing Management. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** This Location. **Other U.S. locations:** Frenchburg KY. **Subsidiaries include:** The Metalworking Group (Cincinnati). **Operations at this facility include:** Manufacturing. **Listed on:** Privately held. **Number of employees at this location:** 185.

SARGENT & GREENLEAF INC.
P.O. Box 930, Nicholasville KY 40340. 606/885-9411. **Contact:** Ms. Shirlean Herron, Industrial Relations Manager. **Description:** Produces high-security locks and access controls and devices. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Buyer; Computer Programmer; Credit Manager; Customer Service Representative; Department Manager; Draftsperson; Financial Analyst; General Manager; Human Resources Specialist; Industrial Designer; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Marketing Specialist; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Systems Analyst. **Educational backgrounds include:** Accounting; Business Administration; Engineering; Finance; Marketing. **Benefits:** Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Corporate headquarters location:** This Location.

SENCO PRODUCTS INC.
8485 Broadwell Road, Cincinnati OH 45244. 513/388-2000. **Contact:** Gay Applegate, Human Resources. **Description:** A manufacturer of air-driven tools used for construction and manufacturing companies.

SIMONDS INDUSTRIES INC.
P.O. Box 28, 641 Heller Drive, Newcomerstown OH 43832. 614/498-8331. **Contact:** Shirley Osler, Personnel Director. **Description:** A producer of tools including saws, files, rasps, and related items. This facility primarily manufactures files. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Buyer; Customer Service Representative; Department Manager; Draftsperson; Financial Analyst; General Manager; Industrial Engineer; Marketing Specialist; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Transportation/Traffic Specialist. **Educational backgrounds include:** Accounting; Business Administration; Engineering; Finance; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing, Savings Plan; Tuition Assistance. **Corporate headquarters location:** Fitchburg MA.

SPECO CORPORATION
P.O. Box 1288, Springfield OH 45501. 513/390-3000. **Contact:** Jan Randall, Director of Human Resources. **Description:** Engaged in the precision manufacturing of aerospace and marine power transmission equipment. The company also performs overhaul and repair services on products it manufactures. **Common positions include:** Accountant/Auditor; Aerospace Engineer; Blue-Collar

Worker Supervisor; Buyer; Chemist; Computer Programmer; Credit Manager; Customer Service Representative; Department Manager; Draftsperson; General Manager; Human Resources Specialist; Manufacturer's/Wholesaler's Sales Rep.; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Systems Analyst. **Educational backgrounds include:** Accounting; Business Administration; Chemistry; Computer Science; Engineering. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Savings Plan; Tuition Assistance.

STANDARD REGISTER COMPANY

P.O. Box 1167, Dayton OH 45401-1167. 513/443-1000. **Contact:** John Scarpelli, Vice President. **Description:** Standard Register manufactures business forms, pressure sensitive products, and data systems forms for the business, health care, and other industries. The company also offers distribution, automation, management, and software products and services. Offices are located in 200 principal United States cities including Alaska and Hawaii. Subsidiary Stanfast operates 18 printing centers. **Common positions include:** Accountant/Auditor; Buyer; Chemical Engineer; Chemist; Computer Programmer; Draftsperson; Electrical/Electronics Engineer; Human Resources Specialist; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer. **Educational backgrounds include:** Accounting; Business Administration; Chemistry; Computer Science; Engineering. **Benefits:** Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing; Regional Headquarters; Research and Development; Service. **Listed on:** NASDAQ.

STRUCTURAL NORTH AMERICA INC.

220 Park Drive, Chardon OH 45024. 216/286-2200. **Contact:** Mark Hettinger, Personnel Manager. **Description:** Structural North America, which operates as part of Essef Corporation, competes in the water treatment and WellMate water systems market. The water treatment and systems equipment segment manufactures products for treating, filtering, and storing water in residential, commercial, and industrial water supply. Approximately three-fourths of the water treatment business is in traditional cleaning systems and softeners. WellMate is the only manufacturer of non-corrodible, composite hydropneumatic pressure vessels. Structural North America also manufactures products for the transport and containment of hazardous and industrial waste materials, as well as molds and tools used in plastic molding industries. **Parent company:** Essef Corporation operates in two industry segments: water treatment and systems equipment, and swimming pool and spa equipment. Swimming pool and spa equipment operations include manufacture and assembly of pumps, filters, heaters, lights, and components for swimming pools and spas.

TECHNEGLAS, INC.

727 East Jenkins Avenue, Columbus OH 43207. 614/443-6551. **Fax:** 614/443-5047. **Contact:** Sheila L. Will, Employment Manager. **Description:** A producer of television glass parts including faceplates and funnels. Developed TV Solder Glass, a super high-strength glass designed for sealing large color TV picture tubes. Also produces Silicon Glass Resins, which provide durable hard coat protective coverings for scratch-resistant lenses and other products. **Common positions include:** Blue-Collar Worker Supervisor; Chemical Engineer; Electrical/Electronics Engineer; Industrial Engineer; Mechanical Engineer. **Educational backgrounds include:** Engineering. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Other U.S. locations:** Perrysburg OH; Pittston PA. **Parent company:** Nippon Electric Glass. **Operations at this facility include:** Administration; Manufacturing; Sales. **Number of employees at this location:** 1,200. **Number of employees nationwide:** 2,700.

THOMPKINS INDUSTRIES INC.

P.O. Box 943, Dayton OH 45401-0943. 513/253-7171. **Contact:** Jean Calhoun, Manager of Human Resources. **Description:** A manufacturer of a wide range of components for the manufactured housing and recreational vehicle market and of products for the commercial and industrial building industries. **Common positions include:** Accountant/Auditor; Administrator; Buyer; Computer Programmer; Electrical/Electronics Engineer; Financial Analyst; Human

Resources Specialist; Industrial Engineer; Marketing Specialist; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Systems Analyst. **Educational backgrounds include:** Accounting; Business Administration; Engineering; Finance; Marketing. **Benefits:** Employee Discounts; Life Insurance; Medical Insurance; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Regional Headquarters. **Listed on:** New York Stock Exchange.

XTEK INC.
11451 Reading Road, Cincinnati OH 45241. 513/733-7800. **Contact:** Craig Fowler, Human Resources Manager. **Description:** A manufacturer of engineered products for heavy industry including gearing, crane wheels, couplings, and cold rolling rolls. **Common positions include:** Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer. **Educational backgrounds include:** Business Administration; Engineering; Marketing. **Benefits:** Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Stock Option; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Manufacturing; Research and Development; Sales; Service.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

BALL AND ROLLER BEARINGS

Rotek Inc.
8060 Production Drive, Florence KY 41042-3028. 606/342-8430.

Sealmaster Bearings
101 Sealmaster Ln, Morehead KY 40351-9203. 606/784-6621.

Timken Co.
1025 Cleveland Avenue, Columbus OH 43201-3706. 614/291-3161.

COMMERCIAL FURNITURE AND FIXTURES

Dynamec Inc.
12209 Chandler Dr, Walton KY 41094-9675. 606/485-1700.

Hamilton Fixture Co.
PO Box 46108, Cincinnati OH 45246-0108. 513/874-2016.

Hamilton Fixture Co.
4805 Hamilton Middletown Rd, Hamilton OH 45011-2370. 513/868-2144.

Hamilton Sorter Co. Inc.
3158 Production Dr, Fairfield OH 45014-4228. 513/870-4400.

OSF America
3700 Lacon Rd, Hilliard OH 43026-2220. 614/876-5535.

Trim Masters Inc.
1040 Industry Road, Harrodsburg KY 40330-9140. 606/734-6000.

Trim Masters Inc.
401 Enterprise Drive, Nicholasville KY 40356-2294. 606/887-6000.

COMPRESSORS

Ariel Corporation
35 Blackjack Road, Mount Vernon OH 43050-9480. 614/397-0311.

CONVEYORS AND CONVEYING EQUIPMENT

Mathews Conveyor Division
1524 Lebanon Rd, Danville KY 40422-9601. 606/236-9400.

Versa Corp.
28 North Clark Street, Mount Sterling OH 43143-1259. 614/869-2738.

ENGINE PARTS

Carb Doctors
7830 Hartford Hill Lane, Cincinnati OH 45242-4324. 513/791-5495.

Cascade Corp.
2501 Sheridan Avenue, Springfield OH 45505-2519. 513/327-0300.

Mosier Industries Inc.
325 Carr Dr, Brookville OH 45309-1921. 513/833-4033.

Muller Weingarten Corp.
4416 Dixie Highway, Fairfield OH 45014-1114. 513/841-6200.

FABRICATED PIPE AND PIPE FITTINGS

Capitol Manufacturing Co.
153 W Fulton St, Columbus OH 43215-5659. 614/228-6691.

United Industrial Piping
9740 Near Dr, Cincinnati OH 45246-1013. 513/874-2004.

FANS, BLOWERS, AND AIR PURIFICATION EQUIPMENT

Donaldson Co. Inc.
200 Etter Dr, Nicholasville KY 40356-1047. 606/887-2426.

Glasfloss Industries Inc.
PO Box 248, Millersport OH 43046-0248. 614/467-2010.

FARM MACHINERY AND EQUIPMENT

Marting Manufacturing Inc.
809 Delaware St, Washington Court House OH 43160-1551. 614/335-2090.

GASKETS, PACKING, AND SEALING DEVICES

Sur-Seal Gasket & Packing Co.
6156 Wesselman Road,
Cincinnati OH 45248-1204.
513/574-8500.

Victor Products
PO Box 907, Danville KY 40423-0907. 606/236-3960.

INDUSTRIAL AND COMMERCIAL MACHINERY AND EQUIPMENT

Cincinnati Milacron Inc.
418 West Main Street, Mount
Orab OH 45154-9596. 513/444-2531.

Clark Machine Service
33926 US Highway 50,
Londonderry OH 45647-9704.
614/887-2396.

Gayston Corp.
200 Pioneer Boulevard,
Springboro OH 45066-1179.
513/746-8500.

Kratz-Wilde Machine Co. Inc.
9826 Crescent Park Dr, West
Chester OH 45069-3800.
513/779-6888.

McSwain Manufacturing Corp.
189 Container Place, Cincinnati
OH 45246-1708. 513/671-6130.

MPH Crane Inc.
PO Box 17560, Dayton OH
45417-0560. 513/835-5656.

Qwik Tool & Manufacturing Co. Inc.
PO Box 11728, Lexington KY
40577-1728. 606/252-5511.

MEASURING AND CONTROLLING EQUIPMENT

CVI
2288 Westbrooke Drive,
Columbus OH 43228-9416.
614/876-7381.

Daytronic Corp.
2589 Corporate Pl, Miamisburg
OH 45342-3655. 513/866-3300.

Dresser Industries Inc.
100 Harrison Rd, Berea KY
40403-1745. 606/986-9333.

Giddings & Lewis Measurement
721 Springfield St, Dayton OH
45403-1250. 513/254-5377.

IRD Mechanalysis Inc.
6150 Huntley Rd, Columbus OH
43229-1074. 614/885-5376.

Lasermike Inc.
8001 Technology Boulevard,
Dayton OH 45424-1568.
513/233-9935.

National Meter Parts Inc.
240 Baldwin Dr, Lancaster OH
43130-3343. 614/653-8828.

Pemtech Inc.
55 West Technecenter Drive,
Milford OH 45150-9778.
513/248-5990.

Schlumberger Industrial Gas Division
Highway 127 N, Owenton KY
40359. 502/484-5747.

Tekmar Co.
PO Box 429576, Cincinnati OH
45242-9576. 513/247-7000.

US Precision Lens Inc.
4000 McMann Rd, Cincinnati OH
45245-1904. 513/752-7000.

METAL CUTTING OR FORMING TOOLS

International Knife & Saw Inc.
1299 Cox Ave, Erlanger KY
41018-1003. 606/371-0333.

Le Blond Makino Machine Tool Co.
4624 East Tech Drive, Cincinnati
OH 45245-1000. 513/528-7040.

Lehr Precision Inc.
11230 Deerfield Rd, Cincinnati
OH 45242-2024. 513/489-9800.

Setco Sales Co.
5880 Hillside Avenue, Cincinnati
OH 45233-1524. 513/941-5110.

MISC. INDUSTRIAL MACHINE TOOLS

Fansteel VR Wesson
PO Box 11399, Lexington KY
40575-1399. 606/252-1431.

Goldcrown Machinery
4201 Malsbary Rd, Cincinnati
OH 45242-5509. 513/793-1500.

PCC Airfoils Inc.
700 China St, Crooksville OH
43731-1124. 614/982-6025.

METALWORKING MACHINERY

Perfecto Industries Inc.
1729 W High St, Piqua OH
45356-9325. 513/778-1900.

METAL HARDWARE

Delphi Light Systems
200 Georgesville Rd, Columbus
OH 43228-2020. 614/275-5000.

Parker-Hannifin Corp.
80 Parker Avenue, Brookville OH
45309-1925. 513/833-2527.

MISC. INDUSTRIAL MACHINERY AND EQUIPMENT

Columbus Industries Inc.
Rte 752 Box 257, Ashville OH
43103. 614/983-2552.

Rotex Inc.
1230 Knowlton St, Cincinnati OH
45223-1845. 513/541-1236.

Sweco Inc.
7120 New Buffington Rd,
Florence KY 41042-2841.
606/727-5147.

Western States Machine Company
1798 Fairgrove Avenue,
Hamilton OH 45011-1962.
513/863-4758.

Young & Bertke Air Systems Co.
2215 Winchell Ave, Cincinnati
OH 45214. 513/241-5565.

MISC. PIPE FITTINGS AND/OR VALVES

Capitol Manufacturing Company
675 Brooksedge Blvd,
Westerville OH 43081-2817.
614/823-6691.

Civacon
4595 East Tech Drive, Cincinnati
OH 45245-1055. 513/528-2700.

Dayco Rubber Industrial Sales
One Prestige Place, Miamisburg
OH 45342-5399. 513/226-5911.

Hollaender Manufacturing Company
10285 Wayne Avenue, Cincinnati OH 45215-1126. 513/772-8800.

Ladish Co. Kentucky Division
Ladish Rd, Cynthiana KY 41031. 606/234-1100.

OPW Fueling Components
PO Box 405003, Cincinnati OH 45240-5003. 513/870-3100.

Webster Heating & Specialty Products Inc.
PO Box 1610, Frankfort KY 40602-1610. 502/695-4400.

MOTORS AND GENERATORS

AO Smith Electrical Products Inc.
2001 Owingsville Road, Mount Sterling KY 40353-9002. 606/498-1020.

Reliance Motion Control Incorporated
250 McCormick Road, Gallipolis OH 45631-8597. 614/441-6200.

Siemens Energy & Automation Inc.
145 Dellinger Rd, Urbana OH 43078-9555. 513/653-5266.

OVERHEAD INDUSTRIAL TRANSPORTATION EQUIPMENT

R&M Materials Handling Inc.
1311 Lagonda Avenue, Springfield OH 45503-4001. 513/328-5100.

PACKAGING MACHINERY

RA Jones & Company Inc.
PO Box 485, Cincinnati OH 45201-0485. 606/341-0400.

PAPER INDUSTRIES MACHINERY

Black Clawson Co./Shartle Division
605 Clark Street, Middletown OH 45042-2117. 513/424-7400.

Voith Sulzer Paper Technology Inc.
990 South Main Street, Monroe OH 45050-1600. 513/423-9281.

POWER TRANSMISSION EQUIPMENT

Holset Co. Inc.
1320 Kemper Meadow Dr, Cincinnati OH 45240-4119. 513/825-9600.

ROLLING MILL MACHINERY AND EQUIPMENT

Ransohoff Co.
North 5th Street & Ford Boulevard, Hamilton OH 45011. 513/863-5813.

PUMPS AND PUMPING EQUIPMENT

Calmar Inc.
2550 Kenskill Avenue, Washington Court House OH 43160-9309. 614/335-8400.

Crane Pumps & Systems Inc.
420 Third Street, Piqua OH 45356-3918. 513/773-2442.

Gusher Pumps Inc.
PO Box 42381, Cincinnati OH 45242-0381. 513/791-0595.

ITT/Jabsco
501 West Liberty Street, Springfield OH 45506-2023. 513/325-8701.

Robbins & Myers Inc.
1895 West Jefferson Street, Springfield OH 45506-1115. 513/327-3553.

Ruthman Pump & Engineering
1212 Streng Street, Cincinnati OH 45223-2643. 513/559-1900.

SERVICE INDUSTRY MACHINERY

Catlow Inc.
2750 US Route 40, Tipp City OH 45371-9230. 513/898-3236.

SPECIAL INDUSTRIAL MACHINERY

Indresco Inc.
302 South Center Street, Springfield OH 45506-1604. 513/323-4981.

Krauss-Maffei Corp.
7095 Industrial Rd, Florence KY 41042-2930. 606/283-0200.

Precision Industries Automation Inc.
3520 Ibsen Avenue, Cincinnati OH 45209-1022. 513/351-3300.

For more information on career opportunities in industrial manufacturing:

Associations

ASSOCIATION FOR MANUFACTURING TECHNOLOGY
7901 Westpark Drive, McLean VA 22102. 703/893-2900. A trade association.

NATIONAL ASSOCIATION OF MANUFACTURERS
1331 Pennsylvania Avenue NW, Suite 1500, Washington DC 20004. 202/637-3000. A lobbying association.

NATIONAL SCREW MACHINE PRODUCTS ASSOCIATION
6700 West Snowville Road, Brecksville OH 44141. 216/526-0300. World Wide Web address: http://www.pmpa.org. Provides a wide range of resource information.

NATIONAL TOOLING AND MACHINING ASSOCIATION
9300 Livingston Road, Fort Washington MD 20744. 301/248-1250. Reports on wages and operating expenses. Produces monthly newsletters. Offers legal advice.

SOCIETY OF MANUFACTURING ENGINEERS
P.O. Box 930, One SME Drive, Dearborn MI 48121. 313/271-1500. Offers various educational events and a wide range of educational materials on manufacturing.

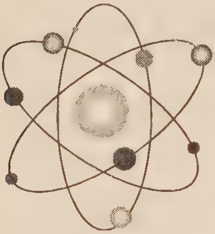
INSTITUTE OF INDUSTRIAL ENGINEERS
25 Technology Park, Norcross GA 30092. 770/449-0460. A nonprofit organization with 27,000 members. Conducts seminars and offers reduced rates on its books and publications.

Special Programs

BUREAU OF APPRENTICESHIP AND TRAINING
U.S. Department of Labor, 200 Constitution Avenue NW, Washington, DC 20210. 202/219-6540.

Visit our exciting job and career site at http://www.careercity.com

MINING/GAS/PETROLEUM/ENERGY RELATED



The energy industry just isn't what it used to be. In recent years, energy companies have been restructuring their operations in order to insure solid cash flows even in an era of low prices. Smaller, independent companies are now able to finance new production and land purchases with cash generated from stock sales.

Even so, jobseekers can't expect increased production to lead to much employment growth. Layoffs are expected to continue, but advanced technologies used by the energy industry continue to crop up, and jobseekers with engineering backgrounds should watch for energy-related, high-tech jobs.

In mining, earnings are much higher than average, but technological innovations, international competition, and environmental regulation will reduce employment. Best bets in the mining industry are for scientific technicians, professional specialty workers (such as geologists), and truck drivers.

AMERICAN ELECTRIC POWER COMPANY
FUEL SUPPLY

P.O. Box 700, Lancaster OH 43130-0700. 614/687-3902. **Contact:** Wayne Carter, Human Resources. **Description:** Engaged in the mining, purchasing, and transportation of coal. **Common positions include:** Accountant/Auditor; Buyer; Chemist; Civil Engineer; Computer Programmer; Draftsperson; Editor; Electrical/Electronics Engineer; Geologist/Geophysicist; Human Resources Specialist; Instructor/Trainer; Mining Engineer; Public Relations Specialist; Reporter; Systems Analyst; Teacher; Technical Writer/Editor. **Educational backgrounds include:** Accounting; Communications; Engineering. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Columbus OH. **Parent company:** American Electric Power Company. **Operations at this facility include:** Administration; Service. **Listed on:** New York Stock Exchange. **Number of employees at this location:** 2,000. **Number of employees nationwide:** 3,000.

ASHLAND OIL, INC.

1000 Ashland Drive, Ashland KY 41101. 606/329-3203. **Contact:** Brad Binper, Employer Representative and Corporate Recruiter. **Description:** Ashland Oil, Inc. is engaged in crude oil refining, petroleum production, chemical processing, and coal mining. **Common positions include:** Accountant/Auditor; Chemical Engineer; Computer Programmer; Mechanical Engineer; Network Engineer; Petroleum Engineer. **Corporate headquarters location:** This Location. **Subsidiaries include:** Ashland Coal, Inc.; Ashland Petroleum Company. **Number of employees at this location:** 1,100.

ASHLAND PETROLEUM COMPANY

P.O. Box 391, Ashland KY 41114. 606/329-4328. **Contact:** Employment Department. **Description:** Ashland Petroleum Company is a large diversified petroleum corporation with a strong group of non-refining operations. These operations include retail marketing, motor oil marketing, chemicals, engineering and construction, and oil and gas exploration and production. **Common positions include:** Accountant/Auditor; Attorney; Chemical Engineer; Chemist; Civil Engineer; Computer Programmer; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Systems Analyst. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Engineering; Law/Pre-Law; Marketing; Mathematics. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan;

Stock Option; Tuition Assistance. **Corporate headquarters location:** This Location. **Parent company:** Ashland Oil, Inc. **Operations at this facility include:** Administration; Manufacturing; Research and Development.

JEFFREY MINING MACHINERY
P.O. Box 1879, Columbus OH 43216. 614/297-3123. **Contact:** Ms. Fran Link, Manager of Human Resources. **Description:** Supplies underground mining equipment to a variety of customers. Operations at this location include minerals and refractory products, industrial tools, and mining and construction equipment. **Common positions include:** Draftsperson; Electrical/Electronics Engineer; Industrial Engineer; Mechanical Engineer; Mining Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor. **Educational backgrounds include:** Business Administration; Engineering; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Corporate headquarters location:** Dallas TX. **Operations at this facility include:** Administration; Divisional Headquarters; Manufacturing; Sales. **Listed on:** New York Stock Exchange.

MARTIN MARIETTA UTILITY SERVICES, INC.
P.O. Box 628, Piketon OH 45661-1131. 614/897-2615. **Contact:** Anita Dever, Department Manager, Employment. **Description:** Provides uranium enrichment services under contract for the United States Enrichment Corporation. **Common positions include:** Accountant/Auditor; Administrator; Attorney; Buyer; Chemical Engineer; Chemist; Civil Engineer; Computer Programmer; Department Manager; Draftsperson; Electrical/Electronics Engineer; General Manager; Human Resources Specialist; Industrial Engineer; Mechanical Engineer; Operations/Production Manager; Public Relations Specialist; Purchasing Agent and Manager; Quality Control Supervisor; Systems Analyst; Technical Writer/Editor; Transportation/Traffic Specialist. **Educational backgrounds include:** Computer Science; Engineering. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Bethesda MD. **Operations at this facility include:** Administration; Manufacturing; Research and Development.

SOUTHERN OHIO COAL COMPANY
P.O. Box 490, Athens OH 45701. 614/286-5051. **Contact:** Robert H. Klatt, Human Resources Manager. **Description:** A coal company.

VALVOLINE, INC.
P.O. Box 14000, Lexington KY 40512. 606/357-7181. **Contact:** Randall Powell, Vice President of Human Resources. **Description:** Manufactures, markets, and sells motor oils, lubricants, and automotive chemicals. **Common positions include:** Accountant/Auditor; Attorney; Chemical Engineer; Civil Engineer; Computer Programmer; Customer Service Representative; Financial Analyst; Instructor/Trainer; Marketing Specialist; Mechanical Engineer; Systems Analyst; Technical Writer/Editor. **Educational backgrounds include:** Business Administration; Communications; Engineering; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Stock Option; Tuition Assistance. **Corporate headquarters location:** This Location. **Other U.S. locations:** Nationwide. **Parent company:** Ashland Oil, Inc. **Operations at this facility include:** Administration; Sales; Service. **Listed on:** New York Stock Exchange. **Number of employees nationwide:** 3,100.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

COAL MINING

Bizwil Inc.
2285 Executive Dr, Lexington KY 40505-4810. 606/299-3559.

Nally & Hamilton Enterprises Inc.
109 S 4th St, Bardstown KY 40004-1005. 502/348-0084.

Taywood Mining Inc.
600 300 West Vine Street, Lexington KY 40507. 606/233-2121.

Stanford Coal Company
301 East Main Street, Lexington
KY 40507-1585. 606/253-3353.

PETROLEUM AND PETROLEUM PRODUCTS WHOLESALE

BP Oil Company
3000 Linden Avenue, Dayton OH
45410-3029. 513/256-0401.

Delta Natural Gas Company Inc.
3617 Lexington Road,
Winchester KY 40391-9706.
606/744-6171.

PDQ Air Service Inc.
3939 International Gateway,
Columbus OH 43219-1740.
614/237-9777.

Enron Capital & Trade Resources
400 Metro Place North, Dublin
OH 43017-3340. 614/792-6000.

Ross-Willoughby Co.
3263 Linsan Drive, Cincinnati
OH 45239-6124. 513/741-8910.

MINING MACHINERY AND EQUIPMENT

Indresco Inc.
PO Box 1879, Columbus OH
43216-1879. 614/297-3123.

Cincinnati Mine Machinery Company
2980 Spring Grove Avenue,
Cincinnati OH 45225-2146.
513/541-6303.

PETROLEUM AND COAL PRODUCTS

Central Ohio Coal Co.
PO Box 98, Cumberland OH
43732-0098. 614/962-2013.

WHOLESALE COAL, MINERALS, AND ORES

Hickman Williams & Company
PO Box 538, Cincinnati OH
45201-0538. 513/621-1946.

Waterloo Coal Sales
4209 Haymaker Ln, Dublin OH
43017-1569. 614/889-1538.

For more information on career opportunities in the mining, gas, petroleum, and energy industries:

Associations

AMERICAN ASSOCIATION OF PETROLEUM GEOLOGISTS
P.O. Box 979, Tulsa OK 7410-0979. 918/584-2555. World Wide Web address: http://www.geobyte.com. International headquarters for petroleum geologists.

AMERICAN GEOLOGICAL INSTITUTE
4220 King Street, Alexandria VA 22302-1507. 703/379-2480. World Wide Web address: http://www.agi.umd.edu/agi/agi.html. Scholarships available. Publishes monthly *Geotimes*. Offers job listings.

AMERICAN NUCLEAR SOCIETY
555 North Kensington Avenue, La Grange Park IL 60525. 708/352-6611. World Wide Web address: http://www.ans.org. Offers educational services.

AMERICAN PETROLEUM INSTITUTE
1220 L Street NW, Suite 900, Washington DC 20005. 202/682-8000. World Wide Web address: http://www.api.org. A trade association.

GEOLOGICAL SOCIETY OF AMERICA
3300 Penrose Place, P.O. Box 9140, Boulder CO 80301. 303/447-2020. Membership of over 17,000. Offers sales items and publications. Also conducts society meetings.

SOCIETY OF EXPLORATION GEOPHYSICISTS
P.O. Box 702740, Tulsa OK 74170-2740. 918/493-3516. A membership association. Offers a wide range of publications.

SOCIETY OF PETROLEUM ENGINEERS
222 Palisades Creek Drive, Richardson TX 75080. 214/952-9393.

SOCIETY FOR MINING, METALLURGY, AND EXPLORATION, INC.
P.O. Box 625002, Littleton CO 80162-5002. 303/973-9402.

Directories

BROWN'S DIRECTORY OF NORTH AMERICAN AND INTERNATIONAL GAS COMPANIES
Advanstar Communications, 7500 Old Oak Boulevard, Cleveland OH 44130. Toll-free phone: 800/225-4569.

NATIONAL PETROLEUM NEWS FACT BOOK
Adams/Hunter Publishing Company, 2101 South Arlington Heights Road, Suite 150, Arlington Heights IL 60005-4142. 847/427-9512.

OIL AND GAS DIRECTORY
Geophysical Directory, Inc., P.O. Box 130508, Houston TX 77219. 713/529-8789.

Magazines

AMERICAN GAS MONTHLY
1515 Wilson Boulevard, Arlington VA 22209. 703/841-8686.

NATIONAL PETROLEUM NEWS
Adams/Hunter Publishing Company, 2101 South Arlington Heights Road, Suite 150, Arlington Heights IL 60005-4142. 847/427-9512.

GAS INDUSTRIES
Gas Industries News, Inc., 6300 North River Road, Suite 505, Rosemont IL 60018. 312/693-3682.

OIL AND GAS JOURNAL
PennWell Publishing Company, 1421 South Sheridan Road, P.O. Box 1260, Tulsa OK 74101. 918/835-3161.

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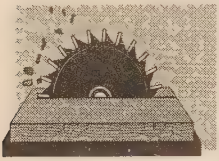
PAPER AND WOOD PRODUCTS



The year 1995 was a dramatic one for the paper industry. Prices jumped higher and faster than they had at any time since World War II. According to Dean Witter, profits were up an astounding 180 percent during the year at the nation's 19 largest paper and paperboard companies.

By mid-1995, however, customers had begun to hoard paper, forcing prices back down. Luckily, even as profits soared in the early part of the year, the industry played its hand conservatively by resisting the impulse to expand capacity. Analysts expect prices to continue to stay down during 1996. That means that jobseekers shouldn't anticipate a major increase in industry hiring.

One hot trend, however, may provide opportunity. Environmental concerns should give the paper packaging segment an advantage over plastics, as companies move to become "green." The industry hopes to recycle at least half of the paper it produces by the turn of the century. Minimills, which convert cardboard into pulp, are springing up nationwide. Among the industry's recycling leaders: Weyerhaeuser and Boise Cascade.

APPLETON PAPERS INC.
1030 West Alex-Bell Road, West Carrollton OH 45449. 513/859-8261. **Contact:** Human Resources Department. **Description:** A paper mill. Appleton manufactures NCR brand carbonless paper, as well as other coated papers including those used in the graphic arts industry. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Buyer; Chemical Engineer; Computer Programmer; Draftsperson; Electrical/Electronics Engineer; Financial Analyst; Human Resources Specialist; Industrial Production Manager; Instructor/Trainer; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Registered Nurse; Systems Analyst. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Engineering. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Appleton WI. **Other U.S. locations:** Harrisburg PA; Roaring Spring PA; Combined Locks WI; Portage WI. **Parent company:** Arjo-Wiggins-Appleton. **Operations at this facility include:** Manufacturing. **Number of employees at this location:** 450.

CHAMPION INTERNATIONAL CORPORATION
101 Knightsbridge Drive, Hamilton OH 45020. 513/868-5069. **Fax:** 513/868-4971. **Contact:** Ms. Caryn Boland, Human Resources Specialist. **Description:** This location is a pulp and paper processor operating as a division of Champion International Corporation. Champion International Corporation is a large producer of paper, lumber, plywood, and forest products for the printing, construction, and home improvement markets. The company has the capacity to produce 6.2 million tons of paper, board, and market pulp per year. Champion International Corporation owns or controls 5.1 million acres of timberland in the United States. The company has five major business units: Printing and Writing Papers; Publication Papers; Newsprint and Kraft; Forest Products; and Marketing -- which includes nationwide newspapers *Champion Export*, and *Pulp Sales*. Champion International Corporation also has two major foreign subsidiaries: Weldwood of Canada and Champion Papel e Celulose, Brazil. The company's paper operations include the production of business papers, coated papers, bleached paperboard, and packaging materials. **Common positions include:** Accountant/Auditor; Buyer; Claim Representative; Computer Programmer; Customer Service Representative; Electrical/Electronics Engineer; Human Resources Specialist; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Public Relations Specialist; Purchasing Agent and Manager; Transportation/Traffic Specialist.

Educational backgrounds include: Business Administration; Computer Science; Liberal Arts; Marketing. **Benefits:** Daycare Assistance; Dental Insurance; Life Insurance; Medical Insurance; On-Site Gym; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Stamford CT. **Operations at this facility include:** Administration. **Number of employees at this location:** 700.

THE CINCINNATI CORDAGE & PAPER COMPANY

800 East Ross Avenue, P.O. Box 17125, Cincinnati OH 45217. 513/482-5200. **Fax:** 513/242-0836. **Contact:** Anne Y. Hennen, Manager of Human Resources. **Description:** A wholesale distributor of printing paper. **Common positions include:** Accountant/Auditor; Branch Manager; Computer Operator; Computer Programmer; Credit Manager; Financial Manager; Human Resources Specialist; Manufacturer's/Wholesaler's Sales Rep.; Payroll Clerk; Sales Representative; Systems Analyst; Truck Driver. **Educational backgrounds include:** Accounting; Communications; Computer Science; Finance; Liberal Arts; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Flexible Benefits; Life Insurance; Medical Insurance; Profit Sharing; Savings Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Other U.S. locations:** Indianapolis IN; Cleveland OH; Columbus OH; Dayton OH; Pittsburgh PA; Knoxville TN; Memphis TN; Nashville TN. **Operations at this facility include:** Accounting/Auditing; Administration; Sales; Service. **Number of employees at this location:** 50. **Number of employees nationwide:** 230.

CINCINNATI PAPERBOARD

5500 Wooster Road, Cincinnati OH 45226. 513/871-7112. **Contact:** Mark Maley, Vice President/General Manager. **Description:** Produces packaging and paperboard products for use in a number of industries and applications.

DURO BAG MANUFACTURING COMPANY

Davies and Oak Street, Ludlow KY 41016. 606/581-8200. **Fax:** 606/581-1829. **Contact:** Barb Smith, Employment Coordinator. **Description:** Manufacturer of paper and plastic bags. **Common positions include:** Accountant/Auditor; Computer Programmer; Computer Systems Analyst; Credit Manager; Customer Service Representative; Human Resources Specialist; Purchasing Agent and Manager. **Educational backgrounds include:** Accounting; Business Administration. **Benefits:** 401(k); Disability Coverage; Life Insurance; Medical Insurance; Pension Plan. **Corporate headquarters location:** This Location. **Other U.S. locations:** Tampa FL; Bristol KY; Covington KY; Richwood KY; Brownsville TX; Hudson WI. **Operations at this facility include:** Administration. **Listed on:** Privately held. **Number of employees at this location:** 100.

FRASER PAPER INC.
WEST CARROLLTON MILL

51 South Elm Street, West Carrollton OH 45449. 513/859-5101. **Contact:** Henry Smith, Director of Human Resources. **Description:** An area producer of paper and related goods. **Common positions include:** Accountant/Auditor; Computer Programmer; Computer Systems Analyst; Electrician; Environmental Engineer; General Manager; Human Resources Specialist; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Stationary Engineer; Transportation/Traffic Specialist. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Engineering. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** St. Paul MN. **Other U.S. locations:** Stanford GA; Chicago IL; Madawaska ME; Dayton OH; Park Falls WI. **Parent company:** Noranda Forest, Inc. **Operations at this facility include:** Administration; Manufacturing; Research and Development; Service. **Number of employees at this location:** 341. **Number of employees nationwide:** 1,200.

GREIF BROTHERS CORPORATION

621 Pennsylvania Avenue, Delaware OH 43015-1524. 614/363-1271. **Contact:** Human Resources. **Description:** Produces and sells shipping containers and materials such as fibre, steel and plastic drums, multiwall bags and other related items; and produces and sells containerboard and related products such as virgin and recycled containerboard, corrugated paper, and corrugated containers.

HOWARD MILL
DIVISION OF FOX RIVER PAPER COMPANY
700 West Court Street, Urbana OH 43078-0151. 513/653-7151. **Contact:** Ms. Pat Sprague, Human Resources Manager. **Description:** A paper manufacturer and converter.

INTERNATIONAL PAPER COMPANY
FOLDING CARTON DIVISION
100 Progress Place, Cincinnati OH 45246. 513/782-6100. **Contact:** Rosie Smith, Human Resources Manager. **Description:** This location produces cartons and related paper packaging products. Overall, International Paper Company is one of the world's largest forest products company, with 72,500 employees in over 300 locations worldwide. International Paper is a manufacturer of pulp and paper, packaging, and wood products as well as a range of specialty products. Millions of acres of timberland are controlled by International Paper, making it one of the largest private landowners in the United States. The company is organized into five business segments, including Printing Papers, in which principal products include uncoated papers, coated papers, bristles, and pulp; Packaging, which includes industrial packaging, consumer packaging, and kraft and specialty papers; Distribution, which includes sales of printing papers, graphic arts equipment and supplies, packaging materials, industrial supplies, and office products; Specialty Products, which include imaging products, specialty panels, nonwovens, chemicals, and minerals; and Forest Products including logs and wood products.

JAMES RIVER CORPORATION
One Specialty Place, Dayton OH 45408. 513/226-1300. **Contact:** Human Resources Department. **Description:** Produces sanitary paper products such as facial tissues, paper towels and napkins; food service products such as paper cups; provides retail packaging for food and other consumer products; and boxes and cartons for packaging, groundwood papers, printing papers, and other paper products.

MEAD FINE PAPER CORPORATION
P.O. Box 2500, Chillicothe OH 45601. 614/772-3111. **Contact:** Rick Folsom, Human Resources Manager. **Description:** Manufactures and produces coated offset sheets for advertising, promotional pieces, and annual reports; copy and duplicator paper; greeting card stock; safety paper; carbonless copy paper; bleached softwood and hardwood craft pulp; and other paper products. **Corporate headquarters location:** Dayton OH. **Other U.S. locations:** Kingsport TN.

MEAD WORLD HEADQUARTERS
Courthouse Plaza Northeast, Dayton OH 45463. 513/495-6323. **Contact:** Department Of Human Resources. **Description:** One of the world's largest manufacturers of paper, Mead Corporation produces more than 1.2 million tons annually for printing and business use. Mead is a leader in coated paperboard and multiple packaging. The company is also a $1.6 billion distributor of paper, packaging, and business supplies made by manufacturers throughout the world. Mead is one of the largest makers of paper-based school and home-office supplies, as well as a developer of one of the world's leading electronic information retrieval services for law, patents, accounting, finance, news, and business information. **Corporate headquarters location:** This Location. **Listed on:** Chicago Stock Exchange; New York Stock Exchange; Pacific Exchange.

MONARCH MARKING SYSTEMS
P.O. Box 608, Dayton OH 45401. 513/865-2123. **Contact:** Human Resources. **Description:** Manufactures paper and allied products.

SMEAD LOGAN MANUFACTURING COMPANY
851 Smead Road, Logan OH 43138-9500. 614/385-5601. **Contact:** Sherry Maillard, Human Resources Manager. **Description:** A manufacturer of paper products and filing systems.

SORG PAPER COMPANY
901 Manchester Avenue, Middletown OH 45042. 513/420-5300. **Contact:** Donna Mayer, Director of Human Resources. **Description:** A pulp and paper processor. **Common positions include:**

Accountant/Auditor; Blue-Collar Worker Supervisor; Buyer; Chemist; Electrical/Electronics Engineer; Human Resources Specialist; Industrial Engineer; Marketing Specialist; Mechanical Engineer; Operations/Production Manager. **Educational backgrounds include:** Accounting; Chemistry; Engineering. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Parent company:** Mosinee Paper Corporation. **Operations at this facility include:** Administration; Manufacturing; Research and Development; Sales; Service.

STONE CONTAINER CORPORATION
CONTAINERBOARD & PAPER
500 North Fourth Street, Coshocton OH 43812. 614/622-6543. **Contact:** Bob Weaver, Personnel Director. **Description:** A multinational paper and packaging company. Its primary businesses are paperboard and paper packaging, and white paper and pulp operations. Paperboard and paper packaging is composed primarily of facilities which produce and sell containerboard and corrugated containers for manufacturers of consumable and durable goods and other manufacturers of corrugated containers; boxboard, folding cartons, and other products for manufacturers of consumable goods, especially food, beverage, and tobacco products, and for other box manufacturers; and kraft paper and bags and sacks for supermarket chains and other retailers of consumable products, as well as for the food, agricultural, chemical, and cement industries. White paper and pulp operations produce and sell newsprint for newspaper publishers and commercial printers; uncoated groundwood paper for producers of advertising materials, magazines, directories, and computer papers; and market pulp for manufacturers of paper products including fine papers, photographic papers, tissue, and newsprint. Other operations consist primarily of wood products operations which produce and sell lumber, plywood, and veneer for the construction and furniture industries. Including its subsidiaries and affiliates, Stone maintains nearly 200 manufacturing facilities and sales offices in North America, Latin America, Europe, and the Far East. This location is a pulp and paper processor with activities in a variety of paperboard goods. **Corporate headquarters location:** Chicago IL. **Other U.S. locations:** Nationwide. **Annual sales/revenues:** $5 million.

WEYERHAUSER
P.O. Box 240, Eaton OH 45320. 513/456-4131. **Contact:** Human Resources. **Description:** Weyerhaeuser Company's principal businesses are the growing and harvesting of timber; the manufacture, distribution, and sale of forest products including logs, wood chips, and building products; real estate development and construction; and financial services. Weyerhaeuser Company is one of the world's largest private owners of merchantable softwood timber and also one of the largest producers of softwood lumber and pulp. The company is also one of North America's largest producers of forest products and recyclers of office wastepaper, newspaper, and corrugated boxes. Weyerhaeuser Company also sells electricity to utility companies generated from its 15 trash-to-energy plants and six small cogeneration or recycling plants. The Water Division manufactures and operates facilities and systems for water purification, water treatment, and managed by-products. The Air Division designs, manufactures, and integrates air-pollution emission control and measurement systems and related equipment. **NOTE:** This firm does not accept unsolicited resumes. Please respond to advertised openings only. **Number of employees nationwide:** 37,000

ZUMBIEL PACKAGING
2339 Harris Avenue, Norwood OH 45212. 513/531-3600. **Contact:** Larry Yanca, Personnel Director. **Description:** A producer of paper and related packaging goods, including Rewrite folding cartons, set-up boxes, and acetate beverage carriers including beer and soft-drink 12- and 24-packs. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Computer Programmer; Customer Service Representative; Manufacturer's/Wholesaler's Sales Rep. **Educational backgrounds include:** Accounting; Business Administration; Marketing. **Benefits:** Dental Insurance; Life Insurance; Medical Insurance; Profit Sharing; Savings Plan: Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Manufacturing; Sales.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

COATED AND LAMINATED PAPER

3M
301 New Lair Rd, Cynthiana KY 41031-8823. 606/234-5671.

Akrosil
3165 Wilson Road NW, Lancaster OH 43130-9570. 614/653-4102.

Lepage's Inc.
PO Box 872, Winchester KY 40392-0872. 606/744-6155.

CONVERTED PAPER AND PAPERBOARD PRODUCTS

American Tissue Mills
PO Box 15099, Cincinnati OH 45215-0099. 513/761-9500.

CCL Label
502 Compton Rd, Cincinnati OH 45215-4143. 513/821-4875.

Crystal Tissue Co.
1118 Progress Way, Maysville KY 41056-9687. 606/759-7704.

Ivex Packaging Corp.
421 Union Street, Troy OH 45373-4151. 513/335-5611.

Rossevelt Papler Company
5 Floridian Dr, Erlanger KY 41018-1330. 606/341-9400.

INDUSTRIAL PAPER AND RELATED PRODUCTS WHOLESALE

Clark Products Inc.
2503 Commodity Circle, Sharonville OH 45241-1505. 513/772-0160.

Gaylord Container
210 Water St, Baltimore OH 43105. 614/221-1522.

Pressware International
PO Box 28147, Columbus OH 43228-0147. 614/771-5400.

Zellerbach
3131 Spring Grove Ave, Cincinnati OH 45225-1821. 513/681-2600.

LUMBER AND WOOD WHOLESALE

Babcock Lumber Co.
3920 Groves Rd, Columbus OH 43232-4137. 614/863-0753.

US Housing Components Inc.
3926 West Highway 146, La Grange KY 40031-9755. 502/222-1073.

MILLWORK, PLYWOOD, AND STRUCTURAL MEMBERS

Adam Wholesalers
3001 East Kemper Road, Sharonville OH 45241-1599. 513/772-9090.

CA Garner Veneer Inc.
2125 Lake Jericho Rd, Smithfield KY 40068-7917. 502/845-5556.

Colonial Stair & Woodwork Co.
8 East High Street, Jeffersonville OH 43128-1009. 614/426-6326.

Cor Tec Co.
2351 Kenskill Ave, Washington Court House OH 43160-9309. 614/335-9400.

Freeman Corp.
PO Box 96, Winchester KY 40392-0096. 606/744-4311.

International Mill Service Inc.
3018 Oxford State Rd, Middletown OH 45044-8900. 513/422-3784.

Malta Wood Windows & Doors
PO Box 397, Malta OH 43758-0397. 614/962-3131.

Nicolini Woodworking
800 N Main St, Dayton OH 45405-4625. 513/224-9663.

Powell Structural Systems
99 West Olentangy Street, Powell OH 43065-8717. 614/846-6981.

Wenco Of Ohio
Industrial Park, Mount Vernon OH 43050. 614/397-1144.

PAPER BAGS

Duro Bag Manufacturing Co.
1 Duro Way, Walton KY 41094-9325. 606/485-6660.

Duro Bag Manufacturing Co.
1301 Madison Ave, Covington KY 41011-3311. 606/431-5011.

International Paper Co.
PO Box 745, Wilmington OH 45177-0745. 513/382-6681.

PAPER MILLS

Cessna And Associates
4412 Riverview Avenue, Middletown OH 45042-2937. 513/422-3302.

Cross Pointe Paper/Dayton Mill
354 S Edwin C. Moses Blvd, Dayton OH 45407-3415. 513/224-1311.

Cross Pointe Paper/Miami Mill
51 S Elm St, W Carrollton OH 45449-1732. 513/859-5101.

Franklin Boxboard Corp.
50 E 6th St, Franklin OH 45005-2765. 513/746-6493.

Georgia-Pacific Corp.
10200 Alliance Rd, Cincinnati OH 45242-4716. 513/791-4811.

Georgia-Pacific Corp.
11657 Coventry Ave, Pickerington OH 43147-9779. 614/759-6676.

Honey Moon Paper & Plastic Products Inc.
5612 Carthage Ave, Cincinnati OH 45212-1028. 513/351-6611.

International Paper Co.
229 Columbus St, Wilmington OH 45177-1805. 513/382-6745.

International Paper Co.
525 Marlena Dr, Wilmington OH 45177-2843. 513/382-3544.

Jefferson Smurfit Corp.
401 W Mill St, Circleville OH 43113-1976. 614/474-2146.

Mead Corporation
1101 River Rd, Chillicothe OH
45601-9027. 614/772-3576.

Ohio Paperboard Corp.
310 Water St, Baltimore OH
43105. 614/862-4167.

Putnam Paper & Packaging
4 E Main St, Chillicothe OH
45601-2503. 614/772-5102.

Scott Paper Co.
4770 Duke Dr, Mason OH 45040-9436. 513/398-2827.

SD Warren Co.
10700 Montgomery Rd,
Cincinnati OH 45242-3260.
513/489-7977.

UK Paper North America
2069 Saint Andrews Ct, Fairfield
OH 45014-4753. 513/858-2722.

West Carrollton Parchment Co.
E Central & S Elm, Feesburg OH
45119. 513/859-3621.

PAPERBOARD CONTAINERS AND BOXES

Akers Packaging Service Inc.
P.O. Box 610, Middletown OH
45042. 513/422-6312.

Burrows Paper Corp.
200 Shotwell Dr, Franklin OH
45005-4656. 513/746-1933.

Burrows Paper Corp.
4821 Rockdale Rd, Hamilton OH
45011-2330. 513/868-1148.

Corson Packaging Of Ohio
300 S Verity Pkwy, Middletown
OH 45044-4260. 513/422-5434.

Georgia-Pacific Corp.
2850 Owens Rd, Circleville OH
43113-9296. 614/477-3347.

Georgia-Pacific Corp.
220 West North Bend Road,
Cincinnati OH 45216-1741.
513/679-5400.

Gulf States Paper Corp.
200 Stephens Dr, Nicholasville
KY 40356-1071. 606/885-6021.

Inland Container Corp.
912 Nelbar St, Middletown OH
45042-2529. 513/425-0830.

Jefferson Smurfit Corp.
9960 Alliance Rd, Cincinnati OH
45242-5643. 513/745-2400.

Jefferson Smurfit Corp.
407 Charles St, Middletown OH
45042-2107. 513/424-4200.

Lewisburg Container Company
275 W Clay St, Lewisburg OH
45338. 513/962-2681.

Mead Corp. Containerboard Division
1010 Mead St, Washington Court
House OH 43160-9310. 614/335-7938.

Packaging Corp. Of America
PO Box 4610, Newark OH
43058-4610. 614/344-1126.

Packaging Corp. Of America
1824 Baltimore Street,
Middletown OH 45044-5902.
513/424-3541.

Riverwood International
10600 Evendale Drive, Cincinnati
OH 45241-2518. 513/733-2040.

Seasongood Folding Box Co.
PO Box 98, Harrison OH 45030-0098. 513/367-4844.

Wabash Fibre Box Co.
2575 Palumbo Dr, Lexington KY
40509-1202. 606/269-8877.

Western Kraft Paper Group
875 Pittsburgh Dr, Delaware OH
43015-2860. 614/369-7691.

Westvaco Corp.
Rte 35 W, Eaton OH 45320.
513/456-4131.

Weyerhaeuser
8800 Granville Rd, Mount
Vernon OH 43050-9411.
614/397-5215.

WOOD CONTAINERS

Marion County Cooperage Co. Inc.
712 E Main St, Lebanon KY
40033-1700. 502/692-4674.

WOOD MILLS

Crownover Lumber Co. Inc.
N Fairview Ave, McArthur OH
45651. 614/596-5119.

Robbins Inc.
4777 Eastern Ave, Cincinnati OH
45226-2338. 513/871-8988.

WOOD PRODUCTS

Atlas Roofing Corp.
PO Box 185, Franklin OH 45005-0185. 513/746-9941.

Cedar Works Inc.
19 Cedar Dr, Peebles OH 45660-9200. 513/587-2656.

Cedar Works Inc.
11670 State Route 41, West
Union OH 45693. 513/544-8185.

Kentucky Ladder Co.
252 Ladder Ln, Carrollton KY
41008-8059. 502/732-4326.

Longaberger Co.
5563 Raiders Rd, Frazeysburg
OH 43822-9733. 614/828-4000.

For more information on career opportunities in the paper and wood products industries:

Associations

AMERICAN FOREST AND PAPER ASSOCIATION
1111 19th Street NW, Suite 700, Washington DC 20036. 202/463-2700. A lobbying group that conducts informational gatherings.

AMERICAN FOREST AND PAPER ASSOCIATION
260 Madison Avenue, New York NY 10016. 212/340-0600. Headquartered in Washington DC. A lobbying group that conducts informational gatherings.

FOREST PRODUCTS SOCIETY
2801 Marshall Court, Madison WI 53705-2295. 608/231-1361. An international, nonprofit, educational association that provides an information network for all segments of the forest products industry. Offers employment referral service.

NATIONAL PAPER TRADE ASSOCIATION
111 Great Neck Road, Great Neck NY 11021.

516/829-3070. World Wide Web address: http://www.papertrade.com. Offers management services to wholesalers. Offers books, seminars, and research services.

PAPERBOARD PACKAGING COUNCIL
888 17th Street NW, Suite 900, Washington DC 20006. 202/289-4100. Offers statistical and lobbying services.

TECHNICAL ASSOCIATION OF THE PULP AND PAPER INDUSTRY
P.O. Box 105113, Atlanta GA 30348. 404/446-1400. World Wide Web address: http://www.tappi.org. Nonprofit. Offers conferences and education.

Magazines

PAPERBOARD PACKAGING
Advanstar Communications, 131 West First Street, Duluth MN 55802. 218/723-9200.

PULP AND PAPER WEEK
Miller Freeman Publications, Inc., 600 Harrison Street, San Francisco CA 94107. 415/905-2200.

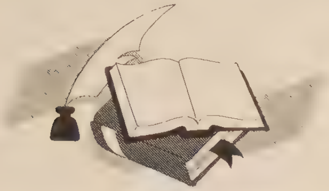
WOOD TECHNOLOGIES
Miller Freeman Publications, Inc., 600 Harrison Street, San Francisco CA 94107. 415/905-2200.

Directories

DIRECTORY OF THE FOREST PRODUCTS INDUSTRY
Miller Freeman Publications, Inc., 600 Harrison Street, San Francisco CA 94107. 415/905-2200.

LOCKWOOD-POST'S DIRECTORY OF THE PAPER AND ALLIED TRADES
Miller Freeman Publications, Inc., 600 Harrison Street, San Francisco CA 94107. 415/905-2200.

PRINTING AND PUBLISHING



The big news in publishing in 1995 was the paper shortage. Paper costs account for 30 to 40 percent of the manufacturing costs of a book. Many companies compensated for the rising costs by stockpiling paper, designing books more tightly, lowering paper grades, and increasing book prices. The paper pinch also affected the magazine and newspaper industries. Newsprint prices rose more than 30 percent from early 1994 to early 1995. Magazines became noticeably shorter. One good sign for newspapers and magazines: As the economy improves, companies will increase their print advertising budgets. And, with a presidential election and a Summer Olympics on the calendar in '96, spending for advertising will increase.

Another way some publishers are balancing their books against the paper crunch is by looking to electronic media, a competitive and rapidly expanding medium. Many book publishers are offering CD-ROM versions of popular books, especially educational, reference, and children's books. Also, books-on-tape are growing in popularity. Magazines and newspapers also are joining the electronic bandwagon -- many periodicals and newspapers are now available online.

Book printing and distribution are also evolving. Traditionally, long print runs were necessary to keep costs down. But thanks to new digital presses that don't use plates, books can now be printed and distributed in small batches according to demand. Instead of printing and then distributing, publishers can now distribute and then print. Publishers will be able to use many small presses across the country, instead of one or two strategically placed large presses. The result: increased demand for computer-savvy printing professionals and dramatic cuts in shipping and warehousing.

AMERICAN GREETINGS CORPORATION
800 American Drive, Bardstown KY 40004. 502/348-1000. **Contact:** Roger Bias, Human Resources. **Description:** One of the world's largest publicly-owned manufacturers and distributors of greeting cards and related social expression products. The company's core products are everyday, seasonal, and personalized greeting cards, which together account for 65 percent of the company's net sales. The company's products are printed in 16 languages at 31 plants and facilities throughout the United States, Canada, the United Kingdom, France, and Mexico, and distributed through a global network of about 97,000 retail outlets in 68 countries. A creative staff of nearly 500 artists, designers, and writers work together to generate more than 20,000 new concepts each year. **Subsidiaries include:** Acme Frame Products, a manufacturer of quality picture frames under the brand names Acme and Royal Gallery of Frames; A.G. Industries, a designer and manufacturer of custom permanent display fixtures and merchandising systems for American Greetings, its subsidiaries, consumer product companies, and retailers; CreataCard, a marketer of interactive, multimedia kiosks that allow consumers to write, personalize, and print greetings cards; Magnivision, a manufacturer and distributor of non-prescription, over-the-counter reading glasses produced primarily for mass retail distribution; Plus Mark, a manufacturer and distributor of promotional Christmas gift wrap, boxed cards, and accessories under the brand names Plus Mark and Greeneville Press; Those Characters From Cleveland, a developer and marketer of licensed characters; and Wilhold, a manufacturer and distributor of hair accessories designed for mass retail distribution.

AMOS PRESS INC.
911 Vandemark Road, Sidney OH 45365. 513/498-2111. **Contact:** Harry Haberer, Personnel Manager. **Description:** A printing and publishing company with operations in daily newspapers and a variety of other titles including *Coin World* and *Linn's Stamp News*.

BROWN PUBLISHING COMPANY
P.O. Box 555, 310 Patrick Avenue, Urbana OH 43078. 513/652-2148. **Contact:** John Aston, Controller. **Description:** Publishes a newspaper.

CINCINNATI ENQUIRER
312 Elm Street, Cincinnati OH 45202. 513/721-2700. **Contact:** Elizabeth Williams, Personnel Director. **Description:** Publishes an area newspaper.

THE COLUMBUS DISPATCH
34 South Third Street, Columbus OH 43215. 614/461-5000. **Fax:** 614/461-5533. **Recorded Jobline:** 614/461-8822. **Contact:** Mark Evans, Human Resources. **Description:** A Midwest daily newspaper. Publishes a morning newspaper with a daily circulation of over 250,000. **Common positions include:** Administrative Worker/Clerk; Customer Service Representative; Editor; Human Resources Specialist; Reporter; Sales Associate. **Benefits:** 401(k); Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Manufacturing; Sales; Service.

DAYTON DAILY NEWS
45 South Ludlow Street, Dayton OH 45402. 513/225-2000. **Contact:** Madolyn H. Mumma, Human Resources Department. **Description:** A newspaper.

R.R. DONNELLEY & SONS COMPANY
3201 Lebanon Road, Danville KY 40422. 606/238-7910. **Contact:** Human Resources. **Description:** This location prints magazines. R.R. Donnelley & Sons is a world leader in managing, reproducing, and distributing print and digital information for publishing, merchandising, and information technology customers. Founded in 1864, the company is one of the largest commercial printers in the world producing catalogs, inserts, magazines, books, directories, computer documentation, and financial printing. R.R. Donnelley has more than 180 strategically located sales offices and production facilities. Principal services offered by the company are conventional and digital prepress operations, computerized printing and binding, and sophisticated pool shipping and distribution services for printed products; information repackaging into multiple formats (print, magnetic, and optical media); database management, list rental, list enhancement and direct mail production services; turnkey computer documentation services (outsourcing, translation, printing, binding, diskette replication, kitting, licensing, republishing, and fulfillment); reprographics and facilities management; creative design and communication services; and digital and conventional map creation and related services. **NOTE:** This company offers entry-level positions and training programs. **Common positions include:** Accountant/Auditor; Computer Programmer; Computer Systems Analyst; Customer Service Representative; Financial Analyst; Management Trainee. **Educational backgrounds include:** Business Administration; Engineering. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Chicago IL. **Operations at this facility include:** Administration; Manufacturing. **Listed on:** New York Stock Exchange. **Annual sales/revenues:** more than $100 million. **Number of employees at this location:** 1,100. **Number of employees worldwide:** 41,000.

F&W PUBLICATIONS INC.
1507 Dana Avenue, Cincinnati OH 45207. 513/531-2690 x306. **Contact:** Kathy Schneider, Human Resources Director. **Description:** A book and magazine publisher. **Common positions include:** Customer Service Representative; Designer; Editor; Sales Associate. **Educational backgrounds include:** Art/Design., Communications; Liberal Arts; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location.

Operations at this facility include: Administration; Divisional Headquarters; Sales; Service. **Listed on:** Privately held. **Number of employees at this location:** 250.

GIBSON GREETING, INC.
2100 Section Road, P.O. Box 371804, Cincinnati OH 45222-1804. 513/841-6600. **Contact:** Nelson Seip, Human Resources. **Description:** Designs, manufactures, and sells everyday and seasonal greeting cards, gift wrapping paper, paper partywares, and related specialty products.

GLENCOE
936 Eastwind Drive, Westerville OH 43081-3329. 614/890-1111. **Contact:** Human Resources. **Description:** A publisher of textbooks. This location houses the editorial offices.

THE HENNEGAN COMPANY
1001 Plum Street, Cincinnati OH 45202. 513/621-7300. **Contact:** Human Resources. **Description:** A commercial printing company.

HIGHLIGHTS FOR CHILDREN, INC.
2300 West 5th Avenue, P.O. Box 43215, Columbus OH 43215. 614/486-0631. **Fax:** 614/487-2700. **Recorded Jobline:** 614/487-2277. **Contact:** Human Resources. **Description:** A children's educational publisher. **Common positions include:** Accountant/Auditor; Computer Programmer; Computer Systems Analyst; Customer Service Representative; Editor; Operations/Production Manager; Public Relations Specialist; Services Sales Representative; Technical Writer/Editor. **Educational backgrounds include:** Accounting; Art/Design; Business Administration; Communications; Computer Science; Economics; Liberal Arts; Marketing. **Benefits:** Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Profit Sharing; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Sales; Service. **Listed on:** Privately held. **Number of employees at this location:** 669. **Number of employees nationwide:** 700.

JII/SALES PROMOTION ASSOCIATES, INC.
545 Walnut Street, Coshocton OH 43812. 614/622-4422. **Contact:** Personnel. **Description:** Engaged in a variety of printing activities, with operations in calendar production, direct mail, greeting cards, and other specialty advertising products. **Common positions include:** Accountant/Auditor; Administrator; Assistant Manager; Blue-Collar Worker Supervisor; Commercial Artist; Computer Programmer; Credit Manager; Customer Service Representative; Department Manager; Human Resources Specialist; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Marketing Specialist; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Systems Analyst; Technical Writer/Editor. **Educational backgrounds include:** Accounting; Art/Design; Business Administration; Communications; Computer Science; Engineering; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** Deerfield IL. **Parent company:** Jordan Industries, Inc. **Operations at this facility include:** Administration; Manufacturing; Sales; Service. **Number of employees at this location:** 600.

THE KENTUCKY POST
P.O. Box 2678, Covington KY 41012-2678. 606/292-2600. **Contact:** Paul Knue, Editor. **Description:** *The Kentucky Post* became a member of the Associated Press in 1984, thereby increasing its statewide influence and visibility. *The Post Extra*, a special total-market-coverage weekly edition, was first published in 1985, and based on its success many other 'extras' emphasizing statewide coverage soon followed. Today, *The Kentucky Post* is Kentucky's third-largest newspaper, with a daily circulation of about 45,000. **Common positions include:** Editor; Reporter. **Educational backgrounds include:** Journalism. **Benefits:** Dental Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Corporate headquarters location:** Cincinnati OH.

LEXINGTON HERALD-LEADER
100 Midland Avenue, Lexington KY 40508. 606/231-3100. **Contact:** Jim Green, Human Resources. **Description:** A daily newspaper covering central and eastern Kentucky. **Number of employees at this location:** 550.

THE POLK COMPANY
400 Pike Street, Cincinnati OH 45202. 513/381-3885. **Contact:** Human Resources. **Description:** A publishing company.

RAND-McNALLY BOOK SERVICES GROUP
U.S. Bypass 60, Versailles KY 40383. 606/873-3181. **Contact:** Robert Trumbo, Director of Personnel. **Description:** Rand-McNally Book Services Group is engaged in book binding and loose-leaf packaging. It is one of the nation's largest trade binderies, using advanced bindery technology and machines. The bindery operations handle books of all sizes to produce books for the pocket or the coffee table. Binding styles include Smyth sewn, side sewn, center sewn, Wire-O, plastic comb, and spiral. The loose-leaf operations handle a wide variety of styles and materials -- square, round, or brass corners; turned edge, vinyl heatseal, custom index tabs; and covers from polyethylene to cow-hide leather. Projects range from manufacturing binders, slipcases and angle boxes for computer software companies and teachers' resource kits for textbook publishers. With 23 acres of productive capacity under one roof, the Versailles plant is Rand-McNally's largest book manufacturing facility. The plant specializes in high-volume books for the book market, especially for the juvenile segment where fully-automated equipment delivers semi-finished glued book blocks right off the press. Many dictionaries produced in the United States are manufactured in Versailles and the plant is the only facility in the country offering automated thumb indexing. **Number of employees at this location:** 975.

SCITEX DIGITAL PRINTING, INC.
3100 Research Boulevard, Dayton OH 45420. 513/259-3100. **Recorded Jobline:** 800/605-2370. **Contact:** Human Resources Department. **Description:** Offers a broad product line of ink-jet imaging. **Common positions include:** Accountant/Auditor; Buyer; Chemical Engineer; Chemist; Computer Programmer; Computer Systems Analyst; Credit Manager; Customer Service Representative; Designer; Draftsperson; Economist/Market Research Analyst; Electrical/Electronics Engineer; Financial Analyst; Human Resources Specialist; Industrial Engineer; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Software Engineer; Technical Writer/Editor; Transportation/Traffic Specialist. **Educational backgrounds include:** Accounting; Art/Design; Business Administration; Chemistry; Computer Science; Engineering; Finance; Marketing; Mathematics; Physics. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Profit Sharing; Tuition Assistance. **Corporate headquarters location:** Herzlia, Israel. **Parent company:** SciTex Limited. **Operations at this facility include:** Administration; Manufacturing; Research and Development; Sales; Service. **Listed on:** NASDAQ. **Number of employees at this location:** 350. **Number of employees nationwide:** 400.

SOUTH-WESTERN PUBLISHING COMPANY
5101 Madison Road, Cincinnati OH 45227. 513/271-8811. **Fax:** 513/527-6375. **Contact:** Marcia Bailey, Personnel Manager. **Description:** Develops, publishes, and sells high school and college business textbooks, educational materials, and software. **Common positions include:** Accountant/Auditor; Advertising Clerk; Computer Operator; Computer Programmer; Computer Systems Analyst; Editor; Graphic Artist; Receptionist; Secretary. **Educational backgrounds include:** Accounting; Art/Design; Business Administration; Communications; Computer Science; Economics; Finance; Liberal Arts; Marketing; Mathematics. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance; Vision Insurance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Parent company:** Thomson Corporation. **Operations at this facility include:** Administration; Divisional Headquarters; Research and Development; Sales. **Number of employees at this location:** 430. **Number of employees nationwide:** 120.

STANDARD PUBLISHING COMPANY
8121 Hamilton Avenue, Cincinnati OH 45231. 513/931-4050. **Contact:** Lil Weitkamp, Human Resources Manager. **Description:** A publishing firm.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

BLANK BOOKS AND BOOKBINDING

Eskco Inc.
700 Liberty Ln, Dayton OH
45449-2135. 513/865-0498.

Macke Brothers Inc.
10355 Spartan Dr, Cincinnati OH
45215-1220. 513/771-7500.

Morrow-Macke Inc.
340 O Neill Dr, Hebron OH
43025-9680. 614/928-1580.

BOOKS: PUBLISHING AND/OR PRINTING

Gemini Publishing
24 E Weber Rd, Columbus OH
43202-1448. 614/262-1649.

Haynes Publications Inc.
5725 Dragon Way, Cincinnati
OH 45227-4519. 513/561-9700.

JMAC Inc.
130 E Wilson Bridge Rd,
Worthington OH 43085-2327.
614/436-2418.

Johnson & Hardin Co.
760 Fujitec Dr, Lebanon OH
45036-9262. 513/932-1064.

Mead Data Central
9555 Springboro Pike,
Miamisburg OH 45342-5074.
513/865-1044.

Pages Inc.
5720 Avery Rd, Dublin OH
43016-8755. 614/793-8749.

S. Rosenthal & Co. Inc.
9933 Alliance Rd, Cincinnati OH
45242-5642. 513/984-0710.

BUSINESS FORMS

Bedinghaus Business Communications Inc.
11417 Lippelman Rd, Cincinnati
OH 45246-4035. 513/772-1900.

Little Printing Co. Inc.
4317 W US Route 36, Piqua OH
45356-9334. 513/773-4595.

NCR Corp.
9391 Washington Church Rd,
Miamisburg OH 45342-4429.
513/435-0181.

Rotary Forms Press Inc.
835 S High St, Hillsboro OH
45133-9692. 513/393-3426.

COMMERCIAL ART AND GRAPHIC DESIGN

Deskey Associates Inc.
50 E Rivercenter Blvd, Covington
KY 41011-1508. 606/655-2300.

McMillan Design
416 E High St, Lexington KY
40507-1930. 606/233-2188.

COMMERCIAL PRINTING

Add Inc.
3675 Delmont Rd SW, Lancaster
OH 43130-8907. 614/654-6856.

Air Waves Inc.
PO Box 26137, Columbus OH
43226-0137. 614/841-4100.

Berman Printing Company
1441 Western Ave, Cincinnati
OH 45214-2041. 513/421-1600.

Central Printing
2164 Broadhead Pl, Lexington
KY 40515-1124. 606/272-7841.

Central Printing Co. Inc.
2400 E River Rd, Dayton OH
45439-1530. 513/298-4321.

Communicolor
190 Milliken Dr, Hebron OH
43025-9657. 614/928-6110.

Crabar Business Systems Corp.
1129 Miamisburg Centerville Rd,
Dayton OH 45449-4012.
513/866-7421.

Cyril-Scott Company
3950 Lancaster New Lexington
Rd, Lancaster OH 43130-9314.
614/654-2112.

Deluxe Check Printers Inc.
9875 Redhill Dr, Cincinnati OH
45242-5690. 513/793-1130.

Direct Graphics
829 S Vandemark Rd, Sidney OH
45365-8984. 513/498-2194.

Fine Line Graphics
1481 Goodale Boulevard,
Columbus OH 43212-3402.
614/486-0276.

Graphic Packaging Corp. Of Ohio
708 South Ave, Franklin OH
45005-3654. 513/746-4511.

Hammer Graphics Inc.
9234 Country Club Rd, Piqua OH
45356-9513. 513/773-1861.

Harte-Hanks Direct Marketing
2950 Robertson Ave, Cincinnati
OH 45209-1267. 513/458-7600.

Hennegan Co.
7455 Empire Dr, Florence KY
41042-2923. 606/371-1112.

Johnson & Hardin Co.
3600 Red Bank Rd, Cincinnati
OH 45227-4113. 513/271-8834.

Miami Valley Publishing Co. Inc.
678 Fairfield Yellow Spring Pike,
Fairborn OH 45324-9766.
513/879-5678.

National Graphics Corp.
724 East Woodrow Avenue,
Columbus OH 43207-2057.
614/445-3211.

Nielsen Co.
7405 Industrial Rd, Florence KY
41042-2913. 606/525-7405.

Novare Printing Service
345 Neeb Rd, Cincinnati OH
45233-5102. 513/870-9391.

Nutis Press Inc.
3540 E Fulton St, Columbus OH
43227-1125. 614/237-8626.

Old Trail Printing Company
100 Fornoff Rd, Columbus OH
43207-2475. 614/443-4852.

Post Printing Co.
2679 Farmers Dr, Columbus OH
43235-2767. 614/793-0012.

Printing Service Company
630 South Main Street, Dayton
OH 45402-2708. 513/461-4580.

Richardson Printing Corp.
201 Acme St, Marietta OH
45750-3404. 614/373-5362.

Trader Publishing Co.
4500 Lyons Road, Miamisburg
OH 45342-6447. 513/847-2000.

Treasure Chest Advertising Inc.
4051 Fondorf Dr, Columbus OH
43228-1025. 614/276-4800.

US Playing Card Co.
4590 Beech St, Cincinnati OH
45212-3449. 513/396-5700.

Walle Corp.
PO Box 4137, Winchester KY
40392-4137. 606/745-2819.

Ward-Kraft Inc.
700 Salem Avenue Ext,
Fredericktown OH 43019-1095.
614/694-0015.

West-Camp Press Inc.
39 Collegeview Road,
Westerville OH 43081-1463.
614/882-2378.

MISC. PUBLISHING

Metatec Corp.
7001 Metatec Boulevard, Dublin
OH 43017-3219. 614/761-2000.

NEWSPAPERS: PUBLISHING AND/OR PRINTING

Brown Publishing Co.
310 Patrick Ave, Urbana OH
43078-2339. 513/652-2100.

Brown Publishing Co.
8520 E Kemper Rd, Cincinnati
OH 45249-3700. 513/489-7227.

Cincinnati Suburban Press Inc.
4910 Para Dr, Cincinnati OH
45237-5012. 513/242-4300.

Coshocton Stainless Division
PO Box 548, Coshocton OH
43812-0548. 614/829-2341.

Dispatch Consumer Services
7801 North Central Drive,
Westerville OH 43081-9672.
614/548-5555.

Dayton Newspapers Inc.
45 South Ludlow Street, Dayton
OH 45402-1810. 513/225-2237.

Dispatch Printing Co.
34 South Third Street, Columbus
OH 43215-4201. 614/461-5000.

Eastern Hills Journal-Press
9121 Union Cemetery Rd,
Cincinnati OH 45249-2008.
513/683-5115.

Investors Business Daily
3675 Dolson Ct, Carroll OH
43112-9721. 614/687-7272.

Journal News
228 Court St, Hamilton OH
45011-2820. 513/863-8200.

Landmark Community Newspapers Inc.
PO Box 549, Shelbyville KY
40066-0549. 502/633-4334.

Lexington Herald-Leader Co.
100 Midland Avenue, Lexington
KY 40508-1943. 606/231-3410.

Lexington Herald-Leader Co. Inc.
1010 New Castle Road,
Lexington KY 40511. 606/231-3593.

Messenger Publishing Co.
Rte 33 North At Johnson Road,
Athens OH 45701. 614/592-6612.

Portsmouth Daily Times
PO Box 581, Portsmouth OH
45662-0581. 614/353-3101.

Renfro Valley Entertainment
Highway 25, Renfro Valley KY
40473. 606/256-2664.

Springfield Newspapers Inc.
202 North Limestone St,
Springfield OH 45503-4202.
513/328-0300.

Suburban News Publications
5257 Sinclair Rd, Columbus OH
43229-5042. 614/785-1212.

The Star-Republican
PO Box 235, Blanchester OH
45107-0235. 513/783-2421.

Times Recorder
34 S 4th St, Zanesville OH
43701-3449. 614/452-4561.

PERIODICALS: PUBLISHING AND/OR PRINTING

Gardner Publications Inc.
6600 Clough Pike, Cincinnati OH
45244-4090. 513/231-8020.

Greenfield Printing & Publishing Co.
1025 N Washington St,
Greenfield OH 45123-9780.
513/981-2161.

Highlights For Children
4200 Parkway Ct, Hilliard OH
43026-1200. 614/486-0695.

Metroweb Corp.
1262 Cox Ave, Erlanger KY
41018-1002. 606/525-1168.

National Underwriter Co.
505 Gest St, Cincinnati OH
45203-1798. 513/721-2140.

PRINTING TRADE SERVICES

Amity Unlimited Inc.
531 North Wayne Avenue,
Cincinnati OH 45215-2800.
513/554-4500.

Kreber Graphic Inc.
670 Harmon Ave, Columbus OH
43223-2450. 614/228-3501.

Progressive Type Service Inc.
5335 Springboro Pike, Dayton
OH 45439-2913. 513/296-0241.

Stevenson Photo Color Co.
5325 Ridge Ave, Cincinnati OH
45213-2511. 513/351-5100.

For more information on career opportunities in printing and publishing:

Associations

AMERICAN BOOKSELLERS ASSOCIATION
828 South Broadway, Tarrytown NY 10591. 914/591-2665. World Wide Web address: http://www.bookweb.org.

AMERICAN INSTITUTE OF GRAPHIC ARTS
919 3rd Avenue, 22nd Floor, New York NY 10003-3004. 212/807-1990. A 36-chapter, nationwide organization sponsoring programs and events for graphic designers and related professionals.

AMERICAN SOCIETY OF NEWSPAPER EDITORS
P.O. Box 4090, Reston VA 22090. 703/648-1144. World Wide Web address: http://www.nc.net/asne.

ASSOCIATION OF GRAPHIC ARTS
330 7th Avenue, 9th Floor, New York NY 10001-5010. 212/279-2100. World Wide Web address: http://www.agcomm.org. Offers educational classes and seminars.

BINDING INDUSTRIES OF AMERICA
70 East Lake Street, Suite 300, Chicago IL 60601. 312/372-7606. Offers credit collection, government affairs, and educational services.

THE DOW JONES NEWSPAPER FUND
P.O. Box 300, Princeton NJ 08543-0300. 609/520-4000. World Wide Web address: http://www.dowjones.com.

GRAPHIC ARTISTS GUILD
11 West 20th Street, 8th Floor, New York NY 10011. 212/463-7730. World Wide Web address: http://www.gag.org. A union for artists.

INTERNATIONAL GRAPHIC ARTS EDUCATION ASSOCIATION
4615 Forbes Avenue, Pittsburgh PA 15213. 412/682-5170.

MAGAZINE PUBLISHERS ASSOCIATION
919 Third Avenue, 22nd Floor, New York NY 10022. 212/752-0055. World Wide Web address: http://www.magazine.org. A membership association.

NATIONAL ASSOCIATION OF PRINTERS AND LITHOGRAPHERS
780 Pallisade Avenue, Teaneck NJ 07666. 201/342-0700. World Wide Web address: http://www.napl.org. Membership required. Offers consulting services and a publication.

NATIONAL NEWSPAPER ASSOCIATION
1525 Wilson Boulevard, Arlington VA 22209. 703/907-7900. World Wide Web address: http://www.oweb.com/nna.

NATIONAL PRESS CLUB
529 14th St. NW, 13th Floor, Washington DC 20045. 202/662-7500. Offers professional seminars, career services, and conference facilities, as well as members-only restaurants and a health club.

NEWSPAPER ASSOCIATION OF AMERICA
Newspaper Center, 11600 Sunrise Valley Drive, Reston VA 22091. 703/648-1000. World Wide Web address: http://www.naa.org. The technology department publishes marketing research.

THE NEWSPAPER GUILD
Research and Information Department, 8611 2nd Avenue, Silver Spring MD 20910. 301/585-2990. A trade union.

PRINTING INDUSTRIES OF AMERICA
100 Dangerfield Road, Alexandria VA 22314. 703/519-8100. World Wide Web address: http://www.printing.org. Members are offered publications, insurance, and political action.

TECHNICAL ASSOCIATION OF THE GRAPHIC ARTS
68 Lomb Memorial Drive, Rochester NY 14623. 716/475-7470. Conducts an annual conference and offers newsletters.

WRITERS GUILD OF AMERICA WEST
8955 Beverly Boulevard, West Hollywood CA 90048. 310/550-1000. World Wide Web address: http://www.wga.org. A membership association which registers scripts.

Directories

EDITOR & PUBLISHER INTERNATIONAL YEARBOOK
Editor & Publisher Company Inc., 11 West 19th Street, New York NY 10011. 212/675-4380. $100.00. Offers newspapers to editors in both the United States and foreign countries.

GRAPHIC ARTS BLUE BOOK
A.F. Lewis & Company, 245 Fifth Avenue, New York NY 10016. 212/679-0770. $80.00. Manufacturers and dealers.

JOURNALISM CAREER AND SCHOLARSHIP GUIDE
The Dow Jones Newspaper Fund, P.O. Box 300, Princeton NJ 08543-0300. 609/520-4000.

Magazines

AIGA JOURNAL
American Institute of Graphic Arts, 164 Third Avenue, New York NY 10010. 212/807-1990. $21.50. A 56-page quarterly magazine dealing with contemporary issues.

EDITOR & PUBLISHER
Editor & Publisher Company Inc., 11 West 19th Street, New York NY 10011. 212/675-4380.

GRAPHIC ARTS MONTHLY
249 West 49th Street, New York NY 10011. 212/463-6836.

GRAPHIS
141 Lexington Avenue, New York NY 10016. 212/532-9387. $89.00. Magazine covers portfolios, articles, designers, advertising, and photos.

PRINT
104 Fifth Avenue, 19th Floor New York NY 10011. 212/463-0600. Offers a graphic design magazine. $55.00 for subscription.

PUBLISHER'S WEEKLY
249 West 17th Street, New York NY 10011. Weekly publication for book publishers and sellers.

Special Book and Magazine Programs

THE NEW YORK UNIVERSITY SUMMER PUBLISHING PROGRAM
48 Cooper Square, Room 108, New York NY 10003.
212/998-7219.

THE RADCLIFFE PUBLISHING COURSE
77 Brattle Street, Cambridge MA 02138. 617/495-8678.

RICE UNIVERSITY PUBLISHING PROGRAM
Office of Continuing Studies, P.O. Box 1892,
Houston TX 77251-1892. 713/520-6022.

UNIVERSITY OF DENVER PUBLISHING INSTITUTE
2075 South University Boulevard, Suite D-114,
Denver CO 80208. 303/871-4868.

Visit our exciting job and career site at http://www.careercity.com

REAL ESTATE

Solid opportunities for jobseekers are available for those looking to enter the real estate field. Occupancy will go up in the office sector, as few new office properties are being built. Apartment construction, on the other hand, is on the rise. Commercial property sales will help maintain employment opportunities for real estate agents, brokers, and appraisers. The number of job openings in these occupations is expected to match the number of openings for most other careers nationwide. The majority of these openings, however, will be replacement positions, as agents return or leave the field, rather than new positions.

Property and real estate managers will have even greater opportunities to find employment, as more openings appear for these positions than for other occupations. The people with the most qualified backgrounds for these jobs will be those with college degrees in business administration and other related studies.

CARDINAL REALTY SERVICES, INC.
6954 Americana Parkway, Reynoldsburg OH 43068. 614/575-5250. **Contact:** Jessica Martin, Human Resources. **Description:** A real estate firm with an ownership interest in and management contracts for approximately 35,000 apartment units, housing more than 50,000 residents in 15 states. Cardinal Realty Services is among the nation's largest multifamily owners, as well as among the largest multifamily managers. **Corporate headquarters location:** This Location.

CENTURY 21
409 West Main Street, Westerville OH 43081. 614/899-1400. **Contact:** Joe Walker, Personnel. **Description:** A real estate agent.

CONTINENTAL REAL ESTATE CO.
150 East Broad Street, Columbus OH 43215. 614/221-1800. **Contact:** Personnel. **Description:** Continental Real Estate leases, buys, and develops space, and is involved in property management.

LUTHERAN SENIOR CITY
935 North Cassady Avenue, Columbus OH 43219. 614/252-4987. **Contact:** Laura Tremblay, Personnel. **Description:** Lutheran Senior City manages a senior living facility.

WINEGARDNER AND HAMMONS INC.
4243 Hunt Road, Cincinnati OH 45242. 513/891-1066. **Fax:** 513/891-2821. **Contact:** Personnel. **Description:** A real estate agent.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

REAL ESTATE OPERATORS

Ashland Manor Apartments
200 South Ashland Avenue,
Lexington KY 40502-6405.
606/253-2723.

525 Vine Street Building
525 Vine St, Cincinnati OH
45202-3121. 513/651-3950.

Bavarian Village
7004 Tent Church Rd NE,
Lancaster OH 43130-9326.
614/569-4490.

Aspen Apartments
401 Woodland Ave, Lexington
KY 40508-3322. 606/253-1198.

Bashford Apartments
101 Bashford Ln, Georgetown
KY 40324-1425. 502/863-9638.

Brittany Bay Townhouses
4365 Bayshire Rd, Groveport OH
43125-9208. 614/836-1661.

Buckeye Management Co.
4340 Thornapple Circle East,
Columbus OH 43231-6108.
614/475-5364.

Colony House
21 S Sandusky St, Delaware OH
43015-2347. 614/363-0343.

Cooperstown Apartments
700 Woodland Ave, Lexington
KY 40508-3440. 606/257-3721.

Cypress Apartments
2163 Cypress Dr, Lexington KY
40504-3320. 606/269-1166.

Dayton Metro Housing Authority
400 Wayne Ave, Dayton OH
45410-1118. 513/222-3642.

Eagle Ridge Community
2375 Eagle Ridge Dr, Dayton OH
45459-7904. 513/435-5504.

Essex House
7610 Reading Rd, Cincinnati OH
45237-3232. 513/821-8811.

Evergreen Retirement Community
230 W Galbraith Rd, Cincinnati
OH 45215-5223. 513/948-2308.

Fostoria Apartments
277 Lyndhurst Pl, Lexington KY
40508-2713. 606/277-2028.

Gainesway Apartments
1245 Centre Pkwy, Lexington KY
40517-3236. 606/272-9121.

Goodwill Industries
1550 Banklick St, Covington KY
41011-2943. 606/581-0755.

Greenhill Village
5507 Mesa Ridge Ln, Columbus
OH 43231-3199. 614/891-5700.

Hampton Farms Apartments
301 Martha Layne Collins
Boulevard, Highland Heights KY
41076-1751. 606/781-9888.

Hillside Court
920 Great View Cir, Centerville
OH 45459-6046. 513/434-7204.

Home Leasing Corp.
725 Wedgewood Dr, Columbus
OH 43228-3014. 614/272-2800.

Jackson Valley Apartments
1201 Jackson Valley Rd, McKee
KY 40447-9684. 606/287-7677.

Johnny John Eastgate Manor
25 N Cedar St, Newark OH
43055-6685. 614/349-8353.

Karric Place
3970 Brelsford Ln, Dublin OH
43016-4200. 614/766-0722.

Kings Hill Apartments
4335 Blueberry Ave, Dayton OH
45406-3358. 513/278-3863.

Larkspur Apartments
5350 Jasmine Ln, Hilliard OH
43026-9669. 614/771-1679.

Leesburg Lane Apartments
4045 Leesburg Ln, Cincinnati OH
45209-1518. 513/272-0700.

Llanfair Retirement Community
1701 Llanfair Ave, Cincinnati OH
45224-2972. 513/681-4230.

Neilan Park Apartments
15 Hurm St, Hamilton OH 45011-
2908. 513/893-8270.

Park Club Apartment Homes
7800 Deercreek Road,
Westerville OH 43081-4645.
614/436-1220.

Parkway Towers
3253 Morrison Avenue,
Cincinnati OH 45220-1958.
513/221-6726.

Pinewood Gardens Apartments
309 West Main Street, Trotwood
OH 45426-3344. 513/837-0839.

Quail Creek Townhomes
65 Hunters Ct, Amelia OH
45102-2138. 513/753-9489.

Queen's Tower
810 Matson Pl, Cincinnati OH
45204-1482. 513/251-2223.

Rolling Hills Apts.
3333 Haberer Avenue, Dayton
OH 45408-1178. 513/263-0461.

Rucker Village Inc.
201 Kelly St, Paris KY 40361-
1515. 606/987-4502.

Rustic Ridge Apartments
798 Thurber Dr W, Columbus
OH 43215-1234. 614/231-0410.

Sanders Apartment Community
33 South St E, Ashville OH
43103-1439. 614/983-4304.

Schrock Park Apartments
1779 Schrock Rd, Columbus OH
43229-1459. 614/891-4928.

Shannonbrook
4844 Herndon Dr, Hilliard OH
43026. 614/771-0144.

Shillito Park Apartments
3500 Beaver Place Rd, Lexington
KY 40503-4369. 606/223-9891.

Slate Run Apartments
248 S Heincke Rd, Miamisburg
OH 45342-3500. 513/866-8777.

Somerford Square
1236 Sheridan Dr, Lancaster OH
43130-1931. 614/653-2961.

Steeplechase Apartments
305 Lindenhurst Dr, Lexington
KY 40509-1624. 606/263-5061.

Stone Bridge Apartments
1261 Village Dr, Lexington KY
40504-1861. 606/252-4055.

Studio Plus
6601 Reflections Dr, Dublin OH
43017-2364. 614/764-0159.

Sugar Mill Apartments
1814 Versailles Rd, Lexington
KY 40504-1472. 606/252-7956.

Tanglewood Apartments
440 Main St, Frankfort OH
45628-9000. 614/998-2268.

The Arbors
436 W 3rd St, Marysville OH
43040-1002. 513/642-4999.

Trinity Apartments
400 Trinity Dr, Georgetown KY
40324-2122. 502/868-0226.

Vernon Ridge Apartments
700 Follin Ave, Mount Vernon
OH 43050-1137. 614/397-4450.

Wedgewood Park Apartments
743 Harshman Rd, Dayton OH
45431-1254. 513/256-4142.

Westerville Townhomes
247 Cross Country Drive South,

Westerville OH 43081-3572.
614/890-0064.

Woodridge Community
500 Dove Tree Dr, Galloway OH
43119-9362. 614/878-7001.

Woodridge Retirement Center
3801 Woodridge Blvd, Fairfield
OH 45014-6617. 513/874-9933.

Woodview Plaza
6870 E Livingston Ave,
Reynoldsburg OH 43068-3058.
614/866-1584.

CEMETERY SUBDIVIDERS AND DEVELOPERS

Heritage Hills Memory Gardens
7370 North State Route 48,
Dayton OH 45458. 513/885-5013.

LAND SUBDIVIDERS AND DEVELOPERS

Gilmore N. Nunn Offices
120 East Main Street, Lexington
KY 40507-1348. 606/252-5774.

JS Davis Co.
5250 Far Hills Ave, Dayton OH
45429-2353. 513/434-5626.

Klingbeil Management Group
4800 Brodribb Ct, Columbus OH
43220-3254. 614/442-2626.

Markham Development Company
401 West Main Street, Lexington
KY 40507-1646. 606/225-4813.

Northwood Group
727 E Ash St, Piqua OH 45356-2411. 513/773-5460.

Stonehenge Products
401 West Main Street, Lexington
KY 40507-1646. 606/225-8773.

Triple J Investment Company
101 West Main Street, La Grange
KY 40031-1115. 502/222-5584.

REAL ESTATE AGENTS AND MANAGERS

Carey Leggett Realty Advisors
10560 Ashview Pl, Cincinnati
OH 45242-3738. 513/769-3003.

Corporate Plaza Limited
771 Corporate Dr, Lexington KY
40503-5438. 606/223-2838.

Eagle Properties Inc.
10200 Alliance Road, Cincinnati
OH 45242-4716. 513/791-4191.

Hamilton Commerce Realtors
2101 South Hamilton Road,
Columbus OH 43232-4144.
614/866-0007.

Joseph H. Gallenstein & Sons
4759 Cornell Rd, Cincinnati OH
45241-2432. 513/530-0770.

Keyes Gateway Inc. Realtors
7265 Far Hills Ave, Centerville
OH 45459-4206. 513/434-2222.

King Thompson Holzer Wollam
6480 E Main St, Reynoldsburg
OH 43068-2349. 614/866-0808.

King Thompson Holzer Wollam
1715 Hill Rd N, Pickerington OH
43147-8893. 614/759-0808.

New Albany Company
5757 Johnstown Rd, New Albany
OH 43054-9580. 614/939-7900.

Sabre Systems & Service Inc.
9111 Springboro Pike Box 327,
Dayton OH 45459. 513/866-6000.

Saxton Real Estate
3703 Broadway, Grove City OH
43123-2201. 614/875-7690.

Trident Real Estate Services
580 S High St, Columbus OH
43215-5644. 614/228-7400.

Waterford Tower Ofc Wallick Properties
155 W Main St, Columbus OH
43215-5000. 614/221-2141.

For more information on career opportunities in real estate:

Associations

INSTITUTE OF REAL ESTATE MANAGEMENT
430 North Michigan Avenue, P.O. Box 109025, Chicago IL 60610-9025. 312/661-1930. Dedicated to educating and identifying real estate managers who are committed to meeting the needs of real estate owners and investors.

INTERNATIONAL ASSOCIATION OF CORPORATE REAL ESTATE EXECUTIVES
440 Columbia Drive, Suite 100, West Palm Beach FL 33409. 407/683-8111. World Wide Web address: http://www.nacare.org. An international association of real estate brokers.

NATIONAL ASSOCIATION OF REALTORS
430 North Michigan Avenue, Chicago IL 60611.
312/329-8200.

Magazines

JOURNAL OF PROPERTY MANAGEMENT
Institute of Real Estate Management, 430 North Michigan Avenue, Chicago IL 60610. 312/661-1930.

NATIONAL REAL ESTATE INVESTOR
6151 Powers Ferry Road, Atlanta GA 30339.
404/955-2500.

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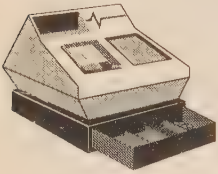
RETAIL



The '90s have been turbulent times for the retail industry. During the early years of the decade, the industry struggled as the national economy remained mired in recession. Now that the recession has technically been over for several years, one would think that shoppers would be flocking back to stores. Think again.

During 1995, sales rose by only 4.5 percent, and analysts expected about the same for '96. During 1995 alone, 15,000 retailers filed for Chapter 11 bankruptcy. Many of them, according to Business Week, *were regional chains with outdated stores and merchandise.*

The problem is simple: Consumers just aren't spending like they used to, and when customers insist on cut-rate bargains, only the giants, like Wal-Mart and Target, can survive. And not even all of them are safe from the threat of red ink. Kmart, the nation's third-largest chain, is closing 70 stores; while Bradlees and Ames are both having financial problems of their own.

BEE GEE SHOES
3155 El Bee Road, Dayton OH 45439. 513/223-4241. **Contact:** Human Resources. **Description:** A retailer of shoes.

BIG BEAR/HARTS STORES
770 West Goodale Boulevard, Columbus OH 43212. 614/464-6500. **Contact:** Human Resources Department. **Description:** A supermarket/department store.

CONCORD CUSTOM CLEANERS
RITE AID
P.O. Box 1000, Richmond KY 40476. 606/623-2550. **Contact:** Cindy Vimont, Director, Human Resources. **Description:** Operates retail dry cleaning companies.

CONSOLIDATED STORES CORPORATION
300 Phillipi Road, Columbus OH 43228. 614/278-6800. **Fax:** 614/278-6739. **Contact:** Susan Sheidlower, Employment Manager. **Description:** One of the nation's largest retailers of close-out merchandise. Consolidated Stores operates 800 stores in 40 states under the names Odd Lots/Big Lots, All For One, Itzadeal, Toy Liquidators, Toys Unlimited, and It's Really One Dollar. The corporation has two wholesale divisions: Consolidated International and Wisconsin Toy. **Common positions include:** Accountant/Auditor; Adjuster; Advertising Clerk; Attorney; Budget Analyst; Buyer; Claim Representative; Collector; Computer Programmer; Computer Systems Analyst; Credit Manager; Financial Analyst; Human Resources Specialist; Investigator; Paralegal; Property and Real Estate Manager; Purchasing Agent and Manager; Transportation/Traffic Specialist; Wholesale and Retail Buyer. **Educational backgrounds include:** Accounting; Business Administration; Communications; Computer Science; Finance. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Administration; Divisional Headquarters; Sales. **Listed on:** New York Stock Exchange. **Number of employees at this location:** 1,200. **Number of employees nationwide:** 20,000.

DRUG EMPORIUM
155 Hidden Ravines Drive, Powell OH 43065. 614/548-7080. **Contact:** Laurie Strohman, Human Resources Director. **Description:** A retailer of general merchandise. **Corporate headquarters location:** This Location.

ELDER-BEERMAN STORES CORPORATION
3155 El-Bee Road, Dayton OH 45439. 513/296-2848. **Contact:** Jerry Ollmann, Manager of Recruiting. **Description:** Operates retail department stores.

FACS GROUP
9111 Duke Boulevard, Mason OH 45040. 513/398-5221. **Contact:** Human Resources Department. **Description:** A general merchandise store.

FEDERATED DEPARTMENT STORES
7 West 7th Street, Cincinnati OH 45202. 513/579-7000. **Contact:** David Clark, Human Resources Director. **Description:** Federated Department Stores is a department store chain with 219 stores in 26 states. The retail segments include Abraham & Straus/Jordan Marsh, Bloomingdale's, The Bon Marche, Burdines, Lazarus, Rich's/Goldsmith's, and Sterns. The company conducts credit business, electronic data processing, centralized buying services, and other support operations for the retail stores. **Corporate headquarters location:** This Location. **Listed on:** New York Stock Exchange.

GALL'S INC.
2680 Palumbo Drive, Lexington KY 40509. 606/266-7227. **Fax:** 606/269-4360. **Contact:** Stephanie Shelby, Human Resources. **Description:** One of the largest suppliers of public safety equipment in the nation, through a 270-page catalog. Products include vehicle equipment (radar, lightbars, and security screens), bags and organizers, public safety accessories (scanners, cameras, surveillance systems) flashlights and spotlights, traffic safety products (lock picks, barrier tape, traffic warning supplies), law enforcement products (ear protection, weapon storage units, gun cleaning and lubrication systems, handcuffs, bullet proof vests, and breath tests), fire rescue products (helmets, hoods, and clothing), medical supplies, badges and identification, apparel and uniforms, and footwear. Gall's operates a two-acre warehouse and has over 70 customer service representatives. **Common positions include:** Customer Service Representative. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Tuition Assistance. **Corporate headquarters location:** This Location. **Listed on:** Privately held. **Number of employees at this location:** 275.

HIT OR MISS, INC.
Cassinelli Square, 11400 Princeton Pike, Cincinnati OH 45246. 513/671-3081. **Contact:** Ms. Bobbie Paul, District Manager. **Description:** A chain of women's specialty clothing stores, with over 400 locations in 35 states. **NOTE:** This company offers entry-level positions and training programs. **Common positions include:** Assistant Manager; Assistant Store Manager-In-Training; Management Trainee; Sales Associate; Store Manager. **Educational backgrounds include:** Business Administration; Communications; Marketing. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan. **Special Programs:** Internships. **Corporate headquarters location:** Stoughton MA. **Operations at this facility include:** Sales. **Listed on:** Privately held. **Number of employees at this location:** 110.

JCPENNEY CATALOG
5555 Scarborough Boulevard, Columbus OH 43232. 614/863-8800. **Contact:** Marilyn Snyder, Employment and Personnel Relations Manager. **Description:** A catalog distribution center for the major national retail merchandise sales and services corporation.

BOB KEIM FORD
5300 North High Street, P.O. Box 14805, Columbus OH 43214. 614/888-3333. **Contact:** Department of Interest. **Description:** An automobile dealer.

THE KROGER COMPANY
1014 Vine Street, Cincinnati OH 45202-1100. 513/762-4000. **Contact:** Human Resources. **Description:** Kroger is a major supermarket and convenience store operator and food processor. The company operates 1,277 supermarkets in 24 states and 931 convenience stores in 16 states. Kroger also has 37 food processing plants which supply over 4,000 private label products to its supermarkets. **Corporate headquarters location:** This Location. **Listed on:** New York Stock Exchange.

LAZARUS
A DIVISION OF FEDERATED DEPARTMENT STORES, INC.
699 Race Street, Cincinnati OH 45202. 513/369-7545. **Contact:** Human Resources. **Description:** A full-service department store encompassing all phases of the retailing environment including merchandising, management, and sales support functions. **Common positions include:** Accountant/Auditor; Buyer; Computer Programmer; Customer Service Representative; Department Manager; Human Resources Specialist; Management Trainee; Operations/Production Manager; Purchasing Agent and Manager; Sales Manager; Transportation/Traffic Specialist. **Educational backgrounds include:** Accounting; Business Administration; Communications; Computer Science; Economics; Finance; Liberal Arts; Marketing. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Other U.S. locations:** IN; KY; OH; PA. **Parent company:** Federated Department Stores, Inc. **Operations at this facility include:** Administration; Divisional Headquarters; Regional Headquarters; Sales; Service. **Listed on:** New York Stock Exchange. **Number of employees nationwide:** 13,000.

THE LIMITED STORES, INC.
P.O. Box 16528, Columbus OH 43216. 614/479-2000. **Contact:** Recruiting Office. **Description:** Operates a chain of retail stores offering international style from career dressing to active sportswear, better lingerie, and children's clothing. The Limited Stores operates 766 stores nationwide. **Common positions include:** Accountant/Auditor; Computer Programmer; Management Trainee. **Educational backgrounds include:** Accounting; Computer Science. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan. **Corporate headquarters location:** This Location. **Operations at this facility include:** Divisional Headquarters. **Listed on:** New York Stock Exchange.

McALPIN'S
2301 Richmond Road, Lexington KY 40502. 606/269-3611. **Contact:** Shella Franklin, Human Resource Manager. **Description:** A department store.

MERCANTILE STORES
9450 Seward Road, Fairfield OH 45014. 513/881-8000. **Contact:** Human Resources. **Description:** A large department store retailing company which operates a total of 101 stores through 13 chains in 17 states. Locations are primarily in the South and Midwest. The stores provide apparel, accessories, cosmetics, and home furnishings primarily for the middle and upper-middle classes. Chains are run under the Gayfers, Maison Blanche, Castber Knott, and McAlpin's names. **Corporate headquarters location:** This Location. **Listed on:** New York Stock Exchange.

MICRO CENTER
1555 West Lane Avenue, Columbus OH 43221. 614/481-8041. **Contact:** Deanna Lyon, Personnel Director. **Description:** Corporate office of a retail micro-computer company.

MICRO WAREHOUSE, INC.
2841 Old State Road Route 73, Wilmington OH 45177. 513/382-2248. **Contact:** Human Resources. **Description:** A distribution center for the major catalog retailers of computers and computer hardware and software. **Common positions include:** Blue-Collar Worker Supervisor; Operations/Production Manager; Warehouse/Distribution Worker. **Educational backgrounds include:** Business Administration. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Tuition Assistance. **Corporate headquarters location:** Norwalk CT. **Other U.S. locations:** Lakewood NJ. **Operations at this facility include:** Distribution. **Listed on:** NASDAQ. **Number of employees at this location:** 400.

NINE WEST
One Eastwood Drive, Cincinnati OH 45227. 513/527-7000. **Contact:** Human Resources. **Description:** Formerly United States Shoe Corporation. In June of 1995, Nine West bought out U.S. Shoe. At the time of its purchase, U.S. Shoe manufactured and sold shoes worldwide, as well as women's apparel, through 1,306 U.S. stores, and operated 543 optical outlets in the U.S. and

Canada. Chain names included Petite Sophisticate, Casual Corner, LensCrafters, and Sight & Save. The footwear segment conducted operations through its own stores and leased shoe departments in larger chains. Shoes were sold under brand names including Easy Spirit, Cobbie, Joycem, and Banolino.

SUN TELEVISION & APPLIANCES

6600 Port Road, Groveport OH 43125. 614/492-5600. **Contact:** Ms. Getitia Matheny, Human Resources Manager. **Description:** Operates retail consumer electronics and home appliance stores. **Common positions include:** Advertising Clerk; Buyer; Clerical Supervisor; Computer Programmer; Computer Systems Analyst; Human Resources Specialist. **Benefits:** 401(k); Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Stock Option. **Operations at this facility include:** Administration; Divisional Headquarters; Sales; Service. **Listed on:** NASDAQ. **Number of employees at this location:** 550. **Number of employees nationwide:** 2,800.

BILL SWAD CHEVROLET

100 South Hamilton Road, Columbus OH 43213. 614/866-2311. **Contact:** Department of Interest. **Description:** An automobile dealership.

VICTORIA'S SECRET STORES

P.O. Box 16586, Columbus OH 43216. 614/577-7000. **Fax:** 614/577-7047. **Contact:** Judy White, Recruiter. **Description:** A billion dollar division of The Limited Inc., Victoria's Secret is a women's lingerie and clothing retailer operating 600 shops nationwide and rapidly expanding. **Common positions include:** Accountant/Auditor; Buyer; Computer Programmer; Computer Systems Analyst; Designer; Financial Analyst; Human Resources Specialist; Purchasing Agent and Manager. **Educational backgrounds include:** Accounting; Art/Design; Business Administration; Communications; Computer Science; Liberal Arts; Marketing. **Benefits:** 401(k); Daycare Assistance; Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Savings Plan. **Operations at this facility include:** Divisional Headquarters. **Listed on:** New York Stock Exchange. **Number of employees at this location:** 800.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

AUTO DEALERS

Bob McDorman Chevrolet Inc.
PO Box 207, Canal Winchester OH 43110-0207. 614/837-3421.

Columbia Development
250 E 5th St, Cincinnati OH 45202-4154. 513/721-3000.

Frank Z. Chevrolet Company Inc.
1620 Brown St, Dayton OH 45409-2529. 513/224-2799.

Glenn Hyundai Inc.
3340 Richmond Rd, Lexington KY 40509-1835. 606/263-5022.

Jack Maxton Chevrolet Inc.
5885 Westerville Rd, Westerville OH 43081-4068. 614/794-5777.

Jeff Wyler Chevrolet Dealership
1117 State Route 32, Batavia OH 45103-2380. 513/752-3447.

Kerry Ford Inc.
155 West Kemper Road, Cincinnati OH 45246-2590. 513/671-6400.

Nissan-Al Castrucci Inc.
3013 Mall Park Dr, Dayton OH 45459-3672. 513/434-4627.

Ricart Automotive Group
4639 West Broad Street, Columbus OH 43228-1610. 614/878-7203.

Ricart Ford Inc.
PO Box 27130, Columbus OH 43227-0130. 614/836-6265.

Superior Chevrolet Inc.
4124 Spring Grove Ave, Cincinnati OH 45223-2692. 513/541-3300.

BOOKSTORES

Bookland
2349 Richmond Rd, Lexington KY 40502-1307. 606/266-8801.

Cole's - The Book People Inc.
2061 Tara Ln, Lexington KY 40514-5920. 606/276-2914.

School Book Fairs Inc.
6575 Huntley Rd, Columbus OH 43229-1011. 614/431-2203.

Waldensoftware
2473 Nicholasville Road, Lexington KY 40503-3158. 606/271-4022.

CATALOG AND MAIL-ORDER HOUSES

Hammacher Schlemmer Customer Service
9180 Le Saint Dr, Fairfield OH 45014-5475. 513/860-3397.

J. Peterman
1318 Russell Cave Road, Lexington KY 40505-3164. 606/268-2006.

COMPUTER AND SOFTWARE STORES

Cincinnati Computer Store
7338 Kenwood Road, Cincinnati OH 45236-4408. 513/793-8200.

Sarcom
3020 South Tech Boulevard, Miamisburg OH 45342-4860. 513/885-6444.

Turnaround Inc.
217 W Plane St, Bethel OH 45106-1307. 513/734-7100.

CONSUMER ELECTRONICS STORES

CVS Systems Inc.
2100 James Pkwy, Heath OH 43056-1031. 614/928-4060.

Rauland-Borg
1304 Trace Blvd, Lexington KY 40514-1257. 606/223-4991.

Sun TV & Appliances
2800 Brice Rd, Reynoldsburg OH 43068-3468. 614/575-3000.

DEPARTMENT STORES

99 Cent-Er
9120 Union Cemetery Rd, Cincinnati OH 45249-2006. 513/677-8744.

99 Cent-Er
5140 Glencrossing Way, Cincinnati OH 45238-3361. 513/922-2644.

All For One
3461 Towne Boulevard, Franklin OH 45005-5536. 513/423-9562.

All For One
1426 Main St, Hamilton OH 45013-1004. 513/863-7991.

All For One
6048 Glenway Avenue, Cincinnati OH 45211-6318. 513/662-9693.

All For One
10212 Colerain Avenue, Cincinnati OH 45251-4904. 513/741-7298.

All For One
7500 Beechmont Ave, Cincinnati OH 45255-4263. 513/232-7722.

All For One
8530 Springboro Pike, Miamisburg OH 45342-4409. 513/435-3634.

All For One
2727 Fairfield Commons, Dayton OH 45431-3702. 513/426-6700.

Best Products
2500 N Fairfield Rd, Dayton OH 45431-1725. 513/426-2775.

Big Lots
3905 Winston Avenue, Covington KY 41015-1706. 606/291-2444.

Big Lots
15 Donnermeyer Dr, Bellevue KY 41073-1360. 606/431-0191.

Big Lots
10939 New Haven Rd, Harrison OH 45030-1649. 513/367-1884.

Big Lots
3690 Werk Rd, Cincinnati OH 45248-6268. 513/451-0800.

Big Lots
8576 Beechmont Avenue, Cincinnati OH 45255-4708. 513/474-9700.

Biggs
4874 Houston Rd, Florence KY 41042-1363. 606/283-2777.

Buckingham Square
7366 E Main St, Reynoldsburg OH 43068-2166. 614/759-6196.

Burlington Coat Factory
2122 Miamisburg Centerville Rd, Dayton OH 45459-3815. 513/436-2808.

Cotton Mill Store
8780 Colerain Avenue, Groesbeck OH 45251-2918. 513/923-3555.

Cotton Mill Store
540 Ohio Pike, Cincinnati OH 45255-3315. 513/528-6065.

Cotton Mill Store
7617 Reading Rd, Cincinnati OH 45237-3242. 513/948-0264.

Dollar General Stores
5597 Old Troy Pike, Dayton OH 45424. 513/235-0408.

Dollar General Stores
152 Wilson Dr, Columbus OH 43085-4050. 614/431-5818.

Dollar General Stores
3100 Woodman Dr, Dayton OH 45420-1142. 513/297-0251.

Dollar General Stores
6131 Brandt Pike, Dayton OH 45424-4016. 513/237-2208.

Dollar Mart
2157 Eakin Rd, Columbus OH 43223-3219. 614/272-5055.

Down-Life Factory Outlet
7500 Beechmont Avenue, Cincinnati OH 45255-4263. 513/624-8400.

Elder-Beerman Stores Corp.
State Route 48 & Sheehan Road, Centerville OH 45459. 513/435-6700.

Elder-Beerman Stores Corp.
840 East Main Street, Trotwood OH 45426-2911. 513/837-2611.

Elder-Beerman Stores Corp.
1047 Forest Fair Drive, Cincinnati OH 45240-1275. 513/671-8002.

Elder-Beerman Stores Corp.
1004 East State Street, Athens OH 45701-2121. 614/593-8080.

Family Dollar Store Inc.
5812 Madison Rd, Cincinnati OH 45227-1708. 513/561-6107.

Family Dollar Store Inc.
1246 East Central Avenue, Miamisburg OH 45342-3573. 513/866-5423.

Family Dollar Store Inc.
1046 Patterson Rd, Dayton OH 45420-1522. 513/253-1590.

Family Dollar Store Inc.
7798 Reading Rd, Cincinnati OH 45237-2151. 513/761-8228.

Family Dollar Stores Inc.
455 Agler Rd, Columbus OH 43230-2483. 614/475-5880.

Goody's Family Clothing
1136 US Highway 68, Maysville
KY 41056-9125. 606/564-7510.

Hill's Dept Store
1600 Upper Valley Pike,
Springfield OH 45504-4065.
513/322-4991.

Hills Department Store
1601 River Valley Cir N,
Lancaster OH 43130-8401.
614/654-2225.

Hub Frankel Co. Inc.
3rd Main St, Danville KY 40422.
606/236-6131.

Hyper Shoppes
3240 Highland Avenue,
Cincinnati OH 45213-2508.
513/731-7500.

Hyper Shoppes
550 Forest Fair Dr, Cincinnati
OH 45240-1259. 513/671-0550.

Infinity 99 Cent Store
1776 1/2 Parsons Avenue,
Columbus OH 43207-1928.
614/449-0021.

It's Only 99 Cents
3706 E Broad St, Columbus OH
43213-1125. 614/239-1278.

Itzadeal
2703 Eastland Mall, Columbus
OH 43232-4902. 614/759-1155.

J&J Discount
State Rte 7, Chesapeake OH
45619. 614/886-7583.

JCPenney & Co. Inc.
3503 Nicholasville Road,
Lexington KY 40503-3607.
606/273-2525.

JCPenney & Co. Inc.
4311 Westland Mall, Columbus
OH 43228-1628. 614/276-7262.
JCPenney & Co. Inc.
2361 Park Crescent Drive East,
Columbus OH 43232. 614/868-0250.

JCPenney & Co. Inc.
3500 Maple Avenue, Zanesville
OH 43701-1018. 614/454-3201.

JCPenney & Co. Inc.
8770 Colerain Avenue,
Groesbeck OH 45251-2918.
513/385-9700.

Kmart Stores
625 Central Ave, Franklin OH
45005-3330. 513/743-5595.

Kmart Stores
501 Marsailles Dr, Versailles KY
40383-1911. 606/873-3287.

Kmart Stores
8040 Burlington Pike, Florence
KY 41042-1232. 606/283-5980.

Kmart Stores
10560 Harrison Avenue, Harrison
OH 45030-1944. 513/367-0392.

Kmart Stores
5750 Harrison Avenue,
Cincinnati OH 45248-1602.
513/574-4300.

Kmart Stores
7528 Beechmont Avenue,
Cincinnati OH 45255-4206.
513/231-3951.

Kmart Stores
3780 Park Mill Run Drive,
Hilliard OH 43026-8132.
614/529-6767.

Kmart Stores
4601 Salem Avenue, Dayton OH
45416-1711. 513/278-7304.

Kmart Stores
2250 Miamisburg Centerville Rd,
Dayton OH 45459-3817.
513/435-2935.

Kmart Stores
12171 Parkfield Dr, Cincinnati
OH 45240-1241. 513/671-7140.

Kmart Stores
U.S. Route 52 & Charley Creek,
South Point OH 45680. 614/894-4681.

Knifewatch
2727 Fairfield Commons, Dayton
OH 45431-3702. 513/426-3039.

Kohl's Department Stores
6825 Roosevelt Avenue, Franklin
OH 45005-5721. 513/422-3331.

Kohl's Department Stores
133 Huber Village Boulevard,
Westerville OH 43081. 614/794-3363.

Kohl's Department Stores
3360 Olentangy River Rd,
Columbus OH 43202-1521.
614/267-1770.

Kohl's Department Stores
4050 W Broad St, Columbus OH
43228-1449. 614/279-0888.

Kohl's Department Stores
1700 Morse Rd, Columbus OH
43229-9513. 614/841-0414.

Kohl's Department Stores
7935 Tylersville Rd, West
Chester OH 45069-2508.
513/755-8823.

Kohl's Department Stores
6063 Sawmill Rd, Dublin OH
43017-3633. 614/764-8686.

Kohl's Department Stores
8301 Old Troy Pike, Dayton OH
45424. 513/237-1777.

Kohl's Department Stores
1047 Forest Fair Dr, Cincinnati
OH 45240-1275. 513/671-1432.

Lazarus Department Store
2700 Miamisburg Centerville Rd,
Centerville OH 45459-3735.
513/439-2100.

Lazarus Department Store
2050 East Dorothy Lane,
Kettering OH 45420-1112.
513/297-3879.

Lazarus Department Store
6290 Glenway Avenue,
Cincinnati OH 45211-6321.
513/244-3395.

Lazarus Department Store
7500 Beechmont Avenue,
Cincinnati OH 45255-4263.
513/624-4280.

Lazarus Department Store
2727 Fairfield Commons, Dayton
OH 45431-3702. 513/320-2300.

Lazarus Department Store
Kenwood Furniture Gallery,
Cincinnati OH 45236. 513/745-8980.

Lazarus Department Store
3180 Kingsdale Ctr, Columbus
OH 43221-2027. 614/459-6492.

Lazarus Department Store
1649 Morse Rd, Columbus OH
43229-6505. 614/265-1383.

Lazarus Department Store
40 Westerville Sq, Westerville
OH 43081-2919. 614/890-6322.

Marshalls
6180 Glenway Ave, Cincinnati OH 45211-6320. 513/661-0475.

Marshalls
650 Kemper Commons Cir, Cincinnati OH 45246-2546. 513/671-6450.

Marshalls
9692 Colerain Ave, Cincinnati OH 45251-2006. 513/385-9980.

Marshalls
Cross Pointe Centre, Dayton OH 45459. 513/435-0547.

McAlpin Company
6100 Glenway Ave, Cincinnati OH 45211-6319. 513/244-3489.

Meijer Inc.
3651 Towne Blvd, Franklin OH 45005-5599. 513/424-4863.

Meijer Inc.
2744 Harshman Rd, Dayton OH 45424-5038. 513/235-1400.

Meijer Inc.
4075 Wilmington Pike, Dayton OH 45440-1603. 513/298-5800.

Meijer Inc.
5858 Springboro Pike, Dayton OH 45449-2809. 513/436-3500.

Merry Go Round
7875 Montgomery Road, Cincinnati OH 45236-4305. 513/891-8727.

Newberry's Department & Variety Store
Swifton Shopping Center, Cincinnati OH 45237. 513/351-1115.

Odd Lots
2855 Olentangy River Rd, Columbus OH 43202-1510. 614/262-1223.

Odd Lots
3755 S High St, Columbus OH 43207-4011. 614/491-5934.

Odd Lots
920 South Hamilton Road, Columbus OH 43213-3003. 614/866-6527.

Odd Lots
4645 Morse Centre Rd, Columbus OH 43229-6601. 614/433-0727.

Odd Lots
2837 Winchester Pike, Columbus OH 43232-9301. 614/231-0065.

Odd Lots
2800 Wilmington Pike, Dayton OH 45419-2143. 513/293-4445.

Odd Lots
6123 Brandt Pike, Dayton OH 45424-4016. 513/233-6258.

Sam's Club
3950 Morse Rd, Columbus OH 43219-3016. 614/476-4224.

Sam's Club
800 Kemper Commons Cir, Cincinnati OH 45246-2544. 513/671-2016.

Sam's Club
3446 New Germany Trebein Rd, Dayton OH 45431-1704. 513/426-1511.

Sam's Club
Rte 4, South Point OH 45680. 614/894-3296.

Schottenstein Department Stores
3400 North Blvd, Columbus OH 43204-1212. 614/278-6000.

Schottenstein Department Stores
1887 Parsons Ave, Columbus OH 43207-1933. 614/443-0171.

Schottenstein Department Stores
6055 E Main St, Columbus OH 43213-3356. 614/755-9200.

Sears
5888 Brice Outlet Mallway, Columbus OH 43232. 614/759-9030.

Smitty's Outlet
5154 Longbranch Ln, Columbus OH 43213-3262. 614/866-8875.

Stein Mart
1765 Kingsdale Ctr, Columbus OH 43221-2001. 614/459-9600.

Target
6775 Roosevelt Ave, Franklin OH 45005-5723. 513/422-0013.

Target
3275 Nicholasville Road, Lexington KY 40503-3311. 606/273-9403.

Target
6000 Sawmill Rd, Dublin OH 43017-1626. 614/798-8160.

Target
270 Airport Pkwy, Newark OH 43056-1278. 614/788-8600.

The Bargain Store
3931 Cleveland Ave, Columbus OH 43224-2434. 614/471-6991.

The Horseman's General Store
1001 Shiloh Springs Rd, Dayton OH 45415-2727. 513/278-2380.

TJ Maxx
5929 E Main St, Columbus OH 43213-3353. 614/864-7005.

TJ Maxx
4117 W Broad St, Columbus OH 43228-1600. 614/272-1141.

TJ Maxx
2210 Morse Rd, Columbus OH 43229-5821. 614/476-1964.

TJ Maxx
6165 Glenway Ave, Cincinnati OH 45211-6312. 513/661-2208.

TJ Maxx
11661 Princeton Pike, Cincinnati OH 45246-2503. 513/671-2330.

TJ Maxx
10200 Colerain Ave, Cincinnati OH 45251-4904. 513/245-9333.

TJ Maxx
131 Springboro Pike, Dayton OH 45449-3639. 513/439-0578.

TJ Maxx
4020 E Galbraith Rd, Cincinnati OH 45236-2324. 513/891-8686.

Uni-Price Apparel
3339 South Blvd, Columbus OH 43204-1213. 614/276-0100.

Value City
100 W Kemper Rd, Cincinnati OH 45246-2588. 513/671-2660.

Value City
1724 Woodman Dr, Dayton OH 45420-3639. 513/259-6500.

Wal-Mart
170 Southgate Dr, Georgetown KY 40324-8807. 502/867-0547.

Wal-Mart
300 Pine Crest Rd, Morehead KY 40351-8800. 606/784-3266.

Wal-Mart
259 Indian Mound Dr, Mt Sterling KY 40353-1015. 606/498-9414.

Wal-Mart
6400 Crestwood Station, Crestwood KY 40014-9473. 502/241-5121.

Wal-Mart
202 Limestone St S, Frankfort KY 40601-4315. 502/875-5533.

Wal-Mart
1879 Deerfield Rd, Lebanon OH 45036-9245. 513/932-4236.

Wal-Mart
10240 Colerain Ave, Cincinnati OH 45251-4904. 513/245-9458.

Wal-Mart
8280 Old Troy Pike, Huber Heights OH 45424-1058. 513/237-1988.

Wal-Mart
6244 Wilmington Pike, Dayton OH 45459-7024. 513/848-3218.

Wal-Mart
US Highway 60 W, Shelbyville KY 40065. 502/633-0705.

DRUG STORES

Big Bear
1171 Hill Road North, Pickerington OH 43147-8887. 614/861-7030.

Big Bear
8390 N High St, Columbus OH 43235-6403. 614/847-5511.

Community Multicare Pharmacy Inc.
908 Symmes Rd, Fairfield OH 45014-1889. 513/868-6500.

Cub Foods
5495 Salem Ave, Trotwood OH 45426-1400. 513/837-8810.

D&R Pharmacare
921 Beasley St, Lexington KY 40509-4119. 606/299-2161.

Drug Castle
1831 E Main St, Springfield OH 45503-4693. 513/322-3533.

Drug Emporium
485 E Kemper Rd, Cincinnati OH 45246-3200. 513/671-1053.

Drug World
Northern Lights Shopping Center, Columbus OH 43224. 614/267-6917.

KMC Apothecary
2600 Far Hills Ave, Dayton OH 45419-1602. 513/298-0844.

Kroger Co.
939 By Pass Rd, Winchester KY 40391-1058. 606/745-0802.

Kroger Co.
5991 Sunbury Rd, Westerville OH 43081-3842. 614/895-1575.

Kroger Co.
1425 Worthington Centre Dr, Columbus OH 43085-4902. 614/841-7412.

Mediserv Reading Pharmacy
3494 Reading Rd, Cincinnati OH 45229-4107. 513/861-2005.

Meijer Pharmacy
1661 Hilliard Rome Rd, Columbus OH 43228-9485. 614/771-9200.

Meijer Pharmacy
5050 N Hamilton Rd, Columbus OH 43230-1312. 614/855-4910.

Meijer Pharmacy
1900 W Main St, Troy OH 45373-1017. 513/335-1811.

Revco Drug Stores
6165 Glick Rd, Powell OH 43065-9468. 614/766-8399.

Rite Aid Pharmacies
Northland Shopping Ctr, Lexington KY 40505. 606/252-0881.

Rite Aid Pharmacies
3735 Harrodsburg Road, Lexington KY 40513-1147. 606/223-9955.

Rite Aid Pharmacies
2030 W 2nd St, Xenia OH 45385-4372. 513/372-7603.

Rite Aid Pharmacies
2982 Derr Rd, Springfield OH 45503-1368. 513/390-3540.

Rite Aid Pharmacies
1207 North Limestone Street, Springfield OH 45503-3325. 513/399-2700.

Rite Price Discount Pharmacies
Richmond St, Mount Vernon KY 40456. 606/256-9207.

FUEL DEALERS

Ferrellgas
Victory Ave, Winchester KY 40391. 606/744-4722.

Hamilton Oil Co.
28 Kiesland Ct, Hamilton OH 45015-1374. 513/860-2500.

Hartley Oil Co.
133 Hawley Avenue, Wilmington OH 45177-2895. 513/382-2253.

Lykins Oil Co. Inc.
5300 Dupont Cir, Milford OH 45150-2733. 513/831-8820.

Madison Landmark Inc.
224 E William St, Delaware OH 43015-2136. 614/363-1280.

Valley Welding Supply Co.
314 Greene St, Marietta OH 45750-3133. 614/373-2479.

GROCERY AND CONVENIENCE STORES

Beighle Brothers Inc.
11 Broadway St, Dry Ridge KY 41035-9444. 502/732-8347.

Big Bear Supermarket
1220 S James Rd, Columbus OH 43227-1802. 614/239-0989.

Big Bear Stores Company
100 Dillmont Dr, Columbus OH 43235-6424. 614/847-5522.

Big Bear Supermarket
1550 Coshocton Rd, Mount Vernon OH 43050-1475. 614/392-5575.

Big Value Discount Foods
216 West Walnut Street, Danville KY 40422-1832. 606/236-0555.

Biggs Hyper Shoppes Ohio Inc.
25 Whitney Dr, Milford OH 45150-9793. 513/248-9300.

Bob & Carl's Finer Foods
1086 N High St, Hillsboro OH 45133-8564. 513/393-5733.

Bridges - A Deli
50 East Rivercenter Boulevard, Covington KY 41011. 606/491-6244.

Cardinal Food Gallery
80 Oak Meadow Dr, Pataskala
OH 43062-9234. 614/927-2976.

County Market Total Discount Foods
1869 W Main St, Troy OH
45373-2303. 513/339-8842.

Cub Foods
8245 Springboro Pike,
Miamisburg OH 45342-3704.
513/439-0452.

Dairy Mart
818 Perryville St, Danville KY
40422-1259. 606/236-7207.

Dairy Mart
465 W Funderburg Rd, Fairborn
OH 45324-2359. 513/879-9481.

Dairy Mart
348 W Garland Ave, Fairborn OH
45324-3745. 513/879-9480.

Duke & Duchess Shoppe
3415 Maple Ave, Zanesville OH
43701-1340. 614/453-0802.

Edith's Country Store
2150 Tates Creek Rd, Richmond
KY 40475-9488. 606/624-3683.

Eikenberry's IGA Foodliners Inc.
1120 Sweitzer St, Greenville OH
45331-1024. 513/548-9214.

Family Market
250 Lombardy St, Richmond KY
40475-1113. 606/624-4037.

Food Lion Inc.
2236 Bypass Rd, Paris KY
40361-1282. 606/987-5551.

Foodtown Management Corp.
PO Box 55040, Lexington KY
40555-5040. 606/269-4387.

Fulmer Supermarkets Inc.
1804 N Limestone St, Springfield
OH 45503-9902. 513/399-9751.

Howard's Foods Inc.
2139 E Main St, Springfield OH
45503-4947. 513/322-8051.

Howard's Foods Inc.
1857 S Limestone St, Springfield
OH 45505-4063. 513/323-7561.

Kroger Co.
Trademore Shopping Center,
Morehead KY 40351. 606/784-7529.

Kroger Co.
Brighton Park Shopping Center,
Frankfort KY 40601. 502/695-4860.

Kroger Co.
1606 W North Bend Rd,
Cincinnati OH 45224-2024.
513/541-0900.

Kroger Co.
State Rte 7, Proctorville OH
45669. 614/886-7146.

Lafary's IGA
4145 Apple St, Cincinnati OH
45223-2201. 513/542-0700.

Marsh Super Markets
693 Northland Blvd, Cincinnati
OH 45240-3215. 513/742-2091.

Minit Mart Foods Inc.
518 Glades Rd, Berea KY 40403-1255. 606/986-2207.

Morehead Big Value West
224 W Main St, Morehead KY
40351-1502. 606/784-4311.

Morehead Foodtown East
629 E Main St, Morehead KY
40351-1310. 606/784-6581.

Price Hill Mart
977 Hawthorne Ave, Cincinnati
OH 45205-1910. 513/471-0973.

Schears Metro Markets Inc.
36 W 3rd St, Dayton OH 45402-1806. 513/228-4406.

Sedalia Cardinal Food Center
5100 Sedalia Dr, Columbus OH
43230. 614/837-3532.

Superamerica
2857 River Rd, Cincinnati OH
45204-1305. 513/921-3841.

Superamerica
360 Miamisburg Centerville Rd,
Dayton OH 45459-4706.
513/291-9552.

Thriftway Food-Drug
1616 Madison Ave, Covington
KY 41011-3318. 606/491-4908.

Thriftway Food-Drug
4605 Dixie Hwy, Fairfield OH
45014-1845. 513/829-6222.

Tremont Royal Blue Inc.
PO Box 117, Buckeye Lake OH
43008-0117. 614/928-8380.

United Dairy Farmers
6525 Tussing Road,
Reynoldsburg OH 43068-4001.
614/860-1805.

United Dairy Farmers
520 E Main St, Circleville OH
43113-1802. 614/477-7405.

United Dairy Farmers
2516 Southwest Boulevard,
Grove City OH 43123-2116.
614/875-0193.

United Dairy Farmers
2424 North High Street,
Columbus OH 43202-2924.
614/262-6818.

United Dairy Farmers
900 North High Street, Columbus
OH 43215-1453. 614/294-8652.

United Dairy Farmers
3021 Warsaw Avenue, Cincinnati
OH 45204-1501. 513/471-9766.

United Dairy Farmers
4431 Vine St, Saint Bernard OH
45217-1642. 513/641-2500.

United Dairy Farmers
9167 Winton Rd, Cincinnati OH
45231-3829. 513/521-7680.

United Dairy Farmers
302 S Market St, Troy OH 45373-3329. 513/339-6217.

United Dairy Farmers
405 Xenia Ave, Dayton OH
45410-1530. 513/252-6430.

United Dairy Farmers
1666 Woodman Dr, Dayton OH
45432-3337. 513/252-6417.

United Dairy Farmers
4900 Delhi Ave, Cincinnati OH
45238-5345. 513/451-5111.

United Dairy Farmers
5564 Colerain Avenue, Cincinnati
OH 45239-6802. 513/542-7358.

Winn-Dixie Food Stores
644 Maysville Road, Mount
Sterling KY 40353-9767.
606/498-0880.

HOBBY, TOY, AND GAME SHOPS

Thrifty Craftworks
Hardy Brothers Shopping Center,
Irvine KY 40336. 606/723-5822.

Toys-R-Us
375 Distribution Cir, Fairfield OH 45014-5442. 513/874-8844.

MISC. FOOD STORES

Cheryl's Cookies
2746 Eastland Mall, Columbus OH 43232-4901. 614/864-0206.

Crystal Fruit Co.
4985 Frusta Dr, Columbus OH 43207-4506. 614/492-8800.

General Nutrition Center Inc.
Kenwood Towne Centre, Cincinnati OH 45236. 513/793-5443.

OJ Industries
915 Calumet Ln, Dayton OH 45427-1920. 513/835-5601.

The Honeybaked Ham Co.
5515 Salem Ave, Dayton OH 45426-1451. 513/854-2600.

United Dairy Farmers
5540 Dixie Hwy, Fairfield OH 45014-4110. 513/829-4831.

OPTICAL GOODS STORES

Elder-Beerman Stores Corp.
150 High St, Hamilton OH 45011-2732. 513/894-1236.

Lenscrafters
Kenwood Mall, Cincinnati OH 45236. 513/793-5860.

Eyeworld Optical Co.
3252 Highland Avenue, Cincinnati OH 45213-2508. 513/841-0022.

Tuckerman Optical Co.
64 E Broad St, Columbus OH 43215-3503. 614/221-0515.

RECORD AND PRERECORDED TAPE STORES

Blockbuster Video
1832 East Main Street, Springfield OH 45503-4640. 513/324-0211.

Camelot Music
2473 Nicholasville Road, Lexington KY 40503-3158. 606/272-2911.

House Of Judaka
655 Central Ave, Franklin OH 45005-3360. 513/746-8569.

RETAIL BAKERIES

Brueggers Bagel Bakery
6641 Dixie Hwy, Fairfield OH 45014-5451. 513/874-7100.

Butternut Bread
120 Graham Dr, Franklin OH 45005-4437. 513/743-6179.

Butternut Bread
2223 Needmore Rd, Dayton OH 45414-4145. 513/274-4642.

Butternut Bread
11 Sunnybrook Dr, Cincinnati OH 45237-2103. 513/948-8864.

ED Rose Catering & Cakes
1595 W North Bend Rd, Cincinnati OH 45224-2563. 513/541-2253.

SPORTING GOODS STORES

Brendamour's Sporting Goods
4831 Spring Grove Ave, Cincinnati OH 45232-1938. 513/542-5820.

Brendamour's Sporting Goods Co.
Dayton Mall, Dayton OH 45459. 513/433-9547.

Champs Sports
5200 Salem Ave, Trotwood OH 45426-1708. 513/837-7968.

Sports Sensation
252 Trademore Shopping Ctr, Morehead KY 40351-8894. 606/783-7090.

The Finish Line
3461 Towne Boulevard, Franklin OH 45005-5536. 513/423-6954.

The Sports Connection
17 West Main Street, Amelia OH 45102-1962. 513/753-4411.

STATIONERY AND OFFICE SUPPLY STORES

Boise Cascade Office Products Inc.
2551 Regency Rd, Lexington KY 40503-2963. 606/278-3098.

Costigan's Office Products
780 Busch Ct, Columbus OH 43229-1704. 614/846-1116.

JA Kindel Co.
605 North Wayne Avenue, Cincinnati OH 45215-2250. 513/733-9600.

OfficeMax
87 Huber Village Blvd, Westerville OH 43081-3305. 614/899-6186.

OfficeMax
6020 Sawmill Rd, Dublin OH 43017-1626. 614/791-2600.

For more information on career opportunities in retail:

Associations

INTERNATIONAL ASSOCIATION OF CHAIN STORES
3800 Moor Place, Alexandria VA 22305. 703/549-4525.

INTERNATIONAL COUNCIL OF SHOPPING CENTERS
665 Fifth Avenue, New York NY 10022. 212/421-8181. Offers conventions, research, education, a variety of publications, and awards programs.

NATIONAL AUTOMOTIVE DEALERS ASSOCIATION
8400 Westpark Drive, McLean VA 22102. 703/821-7000.

NATIONAL INDEPENDENT AUTOMOTIVE DEALERS ASSOCIATION
2521 Brown Boulevard, Suite 100, Arlington TX 76006. 817/640-3838. World Wide Web address: http://www.niada.com.

NATIONAL RETAIL FEDERATION
325 7th Street NW, Suite 1000, Washington DC

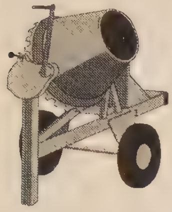
20004. 202/783-7971. World Wide Web address: http://www.nrf.com. Provides information services, industry outlooks, and a variety of educational opportunities and publications.

Directories

AUTOMOTIVE NEWS MARKET DATA BOOK
Automotive News, Crain Communication, 1400 Woodbridge Avenue, Detroit MI 48207-3187. 313/446-6000.

Visit our exciting job and career site at http://www.careercity.com

STONE, CLAY, GLASS, AND CONCRETE PRODUCTS



Growth in stone, clay, glass, concrete, and related materials is closely tied to the success of the construction industry. On the one hand, analysts believe that the fortunes of the construction industry should remain solid in the short term, despite the added pressure of an economy that has cooled from its torrid pace of growth in 1994 and early 1995. On the other hand, the longer-term forecast is for much slower growth, since infrastructure construction is dependent on declining local government budgets. In general, the stone, clay, glass, and concrete industry should see revenue growth of about 1 to 2 percent annually over the next few years.

AMERICAN FLAT GLASS DISTRIBUTORS, INC. (AFGD)
9283 Sutton Place, Hamilton OH 45011. 513/874-5772. **Fax:** 513/874-5184. **Contact:** Mr. Chris Brooks, Branch Manager. **Description:** AFGD, Inc. specializes in architectural insulated units and custom tempering. The firm manufactures a complete line of insulated units for commercial and residential applications. The product line includes clear, tint, and reflective float glass; laminated, low emissivity, tempered, acrylic, mirror, obscure, insulated, and polished wire glass; as well as a complete line of glass handling, storage, and transportation equipment. **Common positions include:** Blue-Collar Worker Supervisor; Branch Manager; Clerical Supervisor; Credit Manager; Customer Service Representative; Industrial Engineer; Industrial Production Manager; Management Trainee; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Metallurgical Engineer; Operations/Production Manager. **Educational backgrounds include:** Business Administration; Engineering; Finance; Sales. **Benefits:** 401(k); Disability Coverage; Life Insurance; Medical Insurance; Profit Sharing; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Atlanta GA. **Other U.S. locations:** Nationwide. **Subsidiaries include:** AFGD Canada. **Parent company:** AFG Industries, Inc. The original company, Southern Wholesale Glass, Inc., began in the early 1960s. In 1969, it was incorporated and became one of the fastest growing glass wholesalers in the United States. In 1983, AFG Industries, Inc., one of the largest glass companies in North America, purchased Southern Wholesale Glass and the name was changed to American Flat Glass Distributors, Inc. **Operations at this facility include:** Manufacturing; Sales. **Listed on:** Privately held. **Number of employees at this location:** 50. **Number of employees nationwide:** 1,000.

ANCHOR HOCKING CORPORATION
519 Pierce Avenue, Lancaster OH 43130. 614/681-6343. **Contact:** Nancy Hamilton, Human Resources Department. **Description:** Manufactures glass products.

ANCHOR HOCKING CORPORATION
CONSUMER DIVISION
1115 West 5th Avenue, P.O. Box 600, Lancaster OH 43130. 614/687-2500. **Contact:** Human Resources Department. **Description:** Manufactures glass products.

ANDERSON CONCRETE CORPORATION
P.O. Box 398, 400 Frank Road, Columbus OH 43216. 614/443-0123. **Contact:** Ron Dwyer, Personnel Director. **Description:** Manufactures concrete and other construction materials.

CORNING INC.
1025 Martin Street, Greenville OH 45331. 513/547-8700. **Contact:** Carol J. Hoening, Plant Supervisor, Personnel. **Description:** A manufacturer of glass and related products for illumination and lighting goods.

DAYTON SUPERIOR CORPORATION
721 Richard Street, Miamisburg OH 45342. 513/866-0711. **Contact:** Human Resources Department. **Description:** Manufactures accessories used in concrete construction. Locations in 11 states. **Common positions include:** Chemist; Civil Engineer; General Manager; Systems Analyst. **Educational backgrounds include:** Chemistry; Engineering. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Operations at this facility include:** Manufacturing.

LANCASTER GLASS CORPORATION
P.O. Box 70, Lancaster OH 43130. 614/653-0311. **Contact:** David A. Gallimore, President. **Description:** Manufactures a variety of glass products. **Common positions include:** Accountant/Auditor; Blue-Collar Worker Supervisor; Chemist; Computer Programmer; Credit Manager; Customer Service Representative; Draftsperson; Human Resources Specialist; Industrial Designer; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Transportation/Traffic Specialist. **Educational backgrounds include:** Accounting; Art/Design; Business Administration; Chemistry; Computer Science; Engineering; Finance; Liberal Arts; Marketing. **Benefits:** Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance. **Corporate headquarters location:** Columbus OH. **Parent company:** Lancaster Colony Corporation. **Operations at this facility include:** Administration; Manufacturing; Research and Development; Sales; Service.

OWENS BROCKWAY GLASS
1700 State Street, Zanesville OH 43701. 614/455-4500. **Contact:** Judy Jarrett, Personnel Coordinator. **Description:** A manufacturer of glass container products for the food industry. **Common positions include:** Administrative Services Manager; Customer Service Representative; Electrician; General Manager; Quality Control Supervisor. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Tuition Assistance. **Corporate headquarters location:** Toledo OH. **Other U.S. locations:** Nationwide. **Parent company:** Owens-Illinois. **Listed on:** New York Stock Exchange. **Number of employees at this location:** 680.

SAFELITE GLASS CORPORATION
P.O. Box 2000, Columbus OH 43216-2000. 614/842-3000. **Contact:** Human Resources. **Description:** Manufactures, distributes, sells, installs, and repairs automobile glass and related products. **Common positions include:** Accountant/Auditor; Computer Programmer; Customer Service Representative; Financial Analyst; Manufacturer's/Wholesaler's Sales Rep.; MIS Specialist. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Profit Sharing. **Corporate headquarters location:** This Location. **Other U.S. locations:** Wichita KS; Enfield NC. **Operations at this facility include:** Administration. **Annual sales/revenues:** More than $100 million. **Number of employees at this location:** 450. **Number of employees nationwide:** 4,000.

SHELLY & SANDS INC.
P.O. Box 1585, Zanesville OH 43702-1585. 614/453-0721. **Contact:** Richard McClelland, President. **Description:** Produces paving products and related materials.

UNITED L-N GLASS, INC.
102 Kuhlman Drive, Versailles KY 40383-1547. 606/873-2800. **Contact:** Elmer Hermes, Human Resources. **Description:** Processes solid sheets of glass into automotive windshields and windows.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

ASPHALT

Armel Byrnes Co.
222 West Oxford Street Road, Middletown OH 45044. 513/424-3515.

Armrel Byrnes Company
11399 Grooms Rd, Cincinnati OH 45242-1405. 513/489-9400.

Fosroc Inc.
150 Carley Ct, Georgetown KY 40324-9303. 502/863-6800.

CUT STONE AND STONE PRODUCTS

Dravo Lime Co. Maysville Division
9222 Springdale Road, Maysville KY 41056-9265. 606/564-9600.

Sidwell Brothers Inc.
4620 Limestone Valley Rd, Zanesville OH 43701-9371. 614/849-2392.

Waller Brothers Stone Company
PO Box 157, McDermott OH 45652-0157. 614/259-2356.

EARTH AND MINERALS

Hill & Griffith Company
1262 State Ave, Cincinnati OH 45204-1728. 513/921-1075.

GLASS AND GLASS PRODUCTS

Champion Spark Plug/Ceramic Division
6420 Glenn Hwy, Cambridge OH 43725-9092. 614/432-2393.

GE Co-GE Lighting
12680 State Route 93 N, Logan OH 43138-9306. 614/385-2114.

Holophane Co. Inc.
214 Oakwood Ave, Newark OH 43055-6716. 614/345-9631.

Mosser Glass Inc.
Rte 22 E, Cambridge OH 43725. 614/439-1827.

Osram Sylvania Inc.
1000 Tyrone Pike, Versailles KY 40383-1323. 606/873-7351.

Ammex International Sales
7447 Oakmeadows Dr, Columbus OH 43085-1737. 614/781-1976.

PPG Industries Inc.
2290 Menelaus Rd, Berea KY 40403-9748. 606/986-5000.

US Precision Glass
PO Box 669, Lewisburg OH 45338-0669. 513/962-2696.

MINERAL PRODUCTS

Degussa Corp. Carbon Block Division
425 Metro Pl N, Dublin OH 43017-1367. 614/761-0658.

GE Co-GE Light Newark Quartz
611 O Neill Dr, Hebron OH 43025-9680. 614/928-7010.

NON-CLAY REFRACTORIES

North American Refractories Inc.
8361 Broadwell Road, Cincinnati OH 45244-1609. 513/388-2100.

POTTERY PRODUCTS

Florida Tile Industries Inc.
1247 Alton Road, Lawrenceburg KY 40342-9413. 502/839-6911.

For more information on career opportunities in stone, clay, glass, and concrete products:

Associations

THE AMERICAN CERAMIC SOCIETY
735 Ceramic Place, Westerville OH 43081. 614/890-4700. Offers a variety of publications, meetings, information, and educational services. Also operates Ceramic Futures, an employment service with a resume database.

NATIONAL GLASS ASSOCIATION
8200 Greensboro Drive, Suite 802, McLean VA 22102. 703/442-4890.

Magazines

GLASS MAGAZINE
National Glass Association, 8200 Greensboro Drive, McLean VA 22102. 703/442-4890.

ROCK PRODUCTS
MacLean Hunter Publishing Company, 29 North Wacker Drive, Chicago IL 60606. 312/726-2805.

TRANSPORTATION

According to Labor Department estimates the number of jobs in the air transportation industry will increase faster than average. Passenger and cargo traffic should increase in response to a rise in population, incomes, and business activity. Employment in other air transport activities will also increase as more aircraft are purchased for business, agriculture, and recreation. Despite this expected growth, jobseekers should expect strong competition as the number of applicants for airline jobs exceeds the number of jobs available. Not only are airline jobs highly sought after, but the industry has been going through a period of consolidation, and today more and more of the business is concentrated with a handful of the major carriers, such as American, Delta, United, and USAir.

In the trucking and warehousing industry, the number of jobs created is very closely related to the health of the national economy. Competition in the industry is intense, both among truckers and with the railroads. Trucking companies compete by slashing rates or offering more customized service. Motor carriers must quote rates high enough to cover costs but low enough to remain competitive. Still, job opportunities for truckers are expected to be good. In some areas, companies have had trouble recruiting well-trained drivers. Although some routes have switched to intermodal transportation and recent downturns in the economy have eased some driver shortages, turnover is relatively high. That should ensure a steady supply of jobs.

On the railroads, the use of both freight and passenger rail will climb. And according to the U.S. Commerce Department, increased trade and stronger freight rates should help the performance of U.S. flag liner companies operating in the Asian markets. Domestic use of water transportation should also increase, especially between Alaska and the lower 48 states.

ABX AIR INC.
145 Hunter Drive, Airborne Air Park, Wilmington OH 45177. 513/382-5591. **Contact:** Human Resources. **Description:** A cargo air carrier.

ACE DORAN HAULING & RIGGING COMPANY
1601 Blue Rock Street, Cincinnati OH 45223. 513/681-7900. **Contact:** Carl R. Doran, Office Manager. **Description:** Provides truck transportation of heavy and specialized commodities such as steel, aluminum, self-propelled vehicles in excess of 15,000 pounds, construction equipment, and similar products. **Common positions include:** Accountant/Auditor; Administrator; Attorney; Claim Representative; Computer Programmer; Credit Manager; Customer Service Representative; Manufacturer's/Wholesaler's Sales Rep.; Transportation/Traffic Specialist. **Educational backgrounds include:** Accounting; Business Administration; Communications; Computer Science; Economics; Finance; Marketing. **Benefits:** Disability Coverage; Life Insurance; Medical Insurance.

AIRSTREAM INC.
419 West Pike Street, Jackson Center OH 45334. 513/596-6111. **Contact:** Dan Froehlich, Director of Human Resources. **Description:** Manufactures travel trailers and motor homes. **Common positions include:** Accountant/Auditor; Advertising Clerk; Blue-Collar Worker Supervisor; Buyer;

Computer Programmer; Credit Manager; Customer Service Representative; Department Manager; Draftsperson; General Manager; Human Resources Specialist; Industrial Designer; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Systems Analyst. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Engineering; Liberal Arts; Marketing. **Benefits:** Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Profit Sharing; Tuition Assistance.

CHICAGO WEST PULLMAN CORPORATION

2300 Star Bank Center, Cincinnati OH 45202. 513/721-3900. **Contact:** Carol Meinhardt, Human Resources Director. **Description:** Provides transport for boats, planes, and trucks.

COMAIR HOLDINGS, INC.

P.O. Box 75021, Cincinnati OH 45275. 606/767-2550. **Contact:** Ralph Lee, Personnel Manager. **Description:** A passenger and air freight carrier.

EMERY WORLDWIDE

One Emery Plaza, Vandalia OH 45377. 513/454-3000. **Contact:** Human Resources Department. **Description:** This location is the North American Sorption Center for Emery Worldwide, a leader in the transportation and logistics services industries. **NOTE:** Entry-level positions are offered. **Common positions include:** Automotive Mechanic/Body Repairer; Electrician; Health Services Manager; MISS Specialist; Registered Nurse. **Benefits:** 401(k); Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Corporate headquarters location:** Redwood CA. **Other US. locations:** All Major Cities. **Subsidiaries include:** Emery Customs Brokers; Emery Global Logistics. **Parent company:** Consolidated Freight ways. **Operations at this facility include:** Administration; Divisional Headquarters; Service. **Listed on:** New York Stock Exchange. **Annual sales/revenues:** more than $100 million. **Number of employees at this location:** 2,700. **Number of employees nationwide:** 8,000. **Number of employees worldwide:** 8,500.

EXEL LOGISTICS INC.

501 West Schlock Road, Westerville OH 43081-8966. 614/890-1730. **Contact:** Jim Gill, Human Resources Department. **Description:** A division of NFC International Logistics and Moving Services, Exel Logistics is one of the world's leading providers of third party logistics systems. The company provides transportation, distribution, and warehousing services within the automotive, chemical, electronic, and groceries industries. Resources include more than 24,000 trucks and trailers and over 31 million square feet of warehousing worldwide. Long-term partnerships include Chrysler, DuPont, Hewlett-Packard, and Procter & Gamble. In 1982, NFC was bought from the Government of the United Kingdom by over 10,000 employees. In the intervening years NFC has grown from being a purely UK based transport company to an international logistics and moving service company employing 32,000 people in over 20 countries. **Parent company:** NFC International Logistics and Moving Services.

MIDLAND ENTERPRISES INC.

P.O. Box 1460, Cincinnati OH 45201. 513/721-4000. **Contact:** Human Resources. **Description:** Midland Enterprises Inc. operates a fleet of barges and towboats, principally on the Ohio and Mississippi Rivers and their tributaries, the Gulf Intracoastal Waterway, and the Gulf of Mexico. Midland transports bulk commodities, a major portion of which is coal. Midland also performs repair work on marine equipment and operates two coal dumping terminals, a phosphate rock and phosphate chemical fertilizer terminal, and a marine fuel supply facility. **Corporate headquarters location:** This Location. **Parent company:** Eastern Enterprises, located in Weston MA, is also the holding company for Boston Gas Company, one of New England's largest distributors of natural gas serving residential, commercial, and industrial customers in 74 cities and towns throughout eastern and central Massachusetts.

ROCKWELL INTERNATIONAL CORPORATION

444 Hebron Road, Heath OH 43056. 614/344-1131. **Contact:** Human Resources. **Description:** This location manufactures axles for automotive applications. Overall, Rockwell International provides products for the printing, military, automotive, and aerospace industries through its

electronics, automotive, and graphics divisions. Products include military and commercial communication equipment, guidance systems, electronics, components for automobiles, and printing presses. A major client of Rockwell is the U.S. government. Rockwell provides the government with parts and services for bombers, as well as power systems for the space station, and is a major contractor for the Space Shuttle Orbiter program.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

AIR TRANSPORTATION AND SERVICES

Advance Express
3498 Air Park Dr, Hebron KY 41048-9712. 606/647-4200.

Airborne Express Inc.
145 Hunter Dr, Wilmington OH 45177-9390. 513/382-5591.

Airgroup Express
1512 Distribution Dr, Burlington KY 41005-9594. 606/283-9890.

Cessna Finance Corp.
1631 NW Professional Plz, Columbus OH 43220-3861. 614/538-1114.

Cincinnati - Northern Kentucky International Airport
Boone County, Cincinnati OH 45275. 606/767-3151.

Cincinnati - Northern Kentucky International Airport
P O Box 752000, Cincinnati OH 45275. 513/283-2151.

Coshocton County Memorial Hospital Airport
1460 Orange St, Coshocton OH 43812-2229. 614/622-6411.

Dayton Freight Lines
2831 E Crescentville Rd, Sharonville OH 45241. 513/771-4446.

Delta Air Lines Inc.
201 E 4th St, Cincinnati OH 45202-4121. 513/352-5100.

Gates Learjet Aircraft Service Co.
30145 Skeel Ave, Dayton OH 45433. 513/879-2945.

Griffin Aircraft Corp.
8683 Valleyview Dr, Florence KY 41042-9540. 606/525-2320.

Hankyu International
8100 Burlington Pike, Florence KY 41042-4203. 606/371-5601.

Owen County Memorial Hospital
330 Roland Ave, Owenton KY 40359-1502. 502/484-3441.

RJ&R Transportation Service
7960 Kentucky Dr, Florence KY 41042-2933. 606/647-5050.

Ryan International Airlines
3800 McCauley Dr, Vandalia OH 45377-1053. 513/898-0309.

Towne Air Freight Inc.
1840 Airport Exchange Blvd, Erlanger KY 41018-3173. 606/282-7557.

COURIER SERVICES

Federal Express Corp.
4675 Cornell Rd, Cincinnati OH 45241-2491. 513/530-1800.

US Cargo Service Corp.
1300 Alum Creek Drive, Columbus OH 43209-2705. 614/252-1169.

Zip Express
125 Trade St, Lexington KY 40510-1019. 606/254-0001.

LOCAL AND INTERURBAN PASSENGER TRANSIT

American Limousine
908 N 4th St, Columbus OH 43201-3626. 614/294-3834.

Metro Bus System
122 W 5th St, Cincinnati OH 45202-2704. 513/621-9450.

Settle Service Inc.
1630 Westwood Ave, Cincinnati OH 45214-1567. 513/244-3900.

The Metro
1014 Vine St, Cincinnati OH 45202-1122. 513/621-9450.

Vancom Of Ohio Inc.
260 W North Bend Rd, Cincinnati OH 45216-1728. 513/761-2022.

MARINE CARGO HANDLING

Crounse Corp.
102 W 2nd St, Maysville KY 41056-1099. 606/564-6843.

PACKING AND CRATING

CSX
499 Kirkland Avenue, Ravenna KY 40476. 606/723-2191.

General Assembly Inc.
4210 Dane Ave, Cincinnati OH 45223-1814. 513/541-2904.

Prestige Packaging Inc.
7745 School Rd, Cincinnati OH 45249-1529. 513/489-8690.

Reserve International Service Inc.
3121 River Rd, Cincinnati OH 45204-1211. 513/471-4100.

PASSENGER TRANSPORTATION ARRANGEMENT SERVICES

Barney Rapp Travel
4750 Fields Ertel Rd, Cincinnati OH 45249-8200. 513/247-0700.

Carlson Travel Network
740 New Circle Rd NW, Lexington KY 40511-1806. 606/277-0115.

Tricom Shipping Agencies Inc.
10979 Reed Hartman Hwy, Cincinnati OH 45242-2800. 513/984-2424.

RAILROAD EQUIPMENT

Trinity Industries Inc.
PO Box 3710, Mount Orab OH
45154-3710. 513/444-2571.

RAILROAD TRANSPORTATION

CSX Transportation
3601 Geringer St, Cincinnati OH
45223-2405. 513/369-5350.

SHIP/BOAT BUILDING AND REPAIRING

Fibre Glass-Evercoat Co. Inc.
6600 Cornell Rd, Cincinnati OH
45242-2000. 513/489-7600.

TOWING AND TUGBOAT SERVICES

River Bend Marine Co.
6780 River Rd, Hebron KY
41048-9728. 606/689-4481.

TRANSPORTATION EQUIPMENT

Shelton Industries Inc.
PO Box 580, Amelia OH 45102-
0580. 513/734-2900.

TRUCKING

A Arnold World Class Relocation
1300 Cahill Dr, Lexington KY
40504-1164. 606/255-7991.

ABF Freight System Inc.
5578 Este Ave, Cincinnati OH
45232-1431. 513/242-1234.

Advanced Distribution Systems Inc.
4181 Arlingate Plz, Columbus
OH 43228-4115. 614/275-6900.

Alvin Haynes & Sons Inc.
1225 W High St, Lexington KY
40508-3117. 606/254-2385.

American Freightways
1115 Winchester Road,
Lexington KY 40505-4028.
606/253-1880.

Arctic Express Inc.
4301 Lyman Dr, Hilliard OH
43026-1242. 614/876-4008.

Capitol Warehouse Inc.
PO Box 346, Simpsonville KY
40067-0346. 502/636-0082.

Cardinal Industries Inc.
2040 S Hamilton Rd, Columbus
OH 43232-4302. 614/863-3052.

Carolina Freight Carriers Corp.
6290 Allen Rd, West Chester OH
45069-3854. 513/779-7888.

Carolina Freight Carriers Corp.
PO Box 267, Vandalia OH
45377-0267. 513/898-1311.

Cassens Transport Co.
24777 US Rt 33, Marysville OH
43040. 513/644-8886.

Con-Way Central Express
5289 Duff Dr, Cincinnati OH
45246-1330. 513/870-0044.

Con-Way Central Express
2625 Westbelt Dr, Hilliard OH
43026. 614/876-7100.

Consolidated Freightways
2885 Alum Creek Dr, Columbus
OH 43207-2859. 614/492-8100.

Continental Express Inc.
10450 State Route 47 W, Sidney
OH 45365-9009. 513/295-2118.

Costain Coal Inc.
249 E Main St, Lexington KY
40507-1352. 606/255-4006.

Crosset Co.
205 Central Ave, Cincinnati OH
45202-3423. 513/762-3600.

Ehmke Movers Inc.
9770 Inter Ocean Dr, Cincinnati
OH 45246-1028. 513/874-4800.

Hare Express
407 Park Ave, Lockland OH
45215-2935. 513/563-0516.

Hillsboro Transportation Co. Inc.
6256 U S 50, Hillsboro OH
45133. 513/393-4213.

Hosea Office & Industry Movers Inc.
1328 Elam St, Cincinnati OH
45225-1808. 513/541-0063.

Liquid Transport Corp.
6426 Dixie Hwy, Fairfield OH
45014-5422. 513/874-2637.

Marietta Industrial Inc.
State Rte 7 S, Marietta OH
45750. 614/373-2252.

Milepost Industries
4076 Fisher Rd, Columbus OH
43228-1020. 707/763-5893.

Ned Bard & Son Trucking Co.
3690 Lacon Rd, Hilliard OH
43026-1223. 614/771-9334.

Planes Moving And Storage Inc.
10115 Transportation Way,
Cincinnati OH 45246-1317.
513/847-9330.

Putnam Transfer & Storage Co.
1705 Moxahala Avenue,
Zanesville OH 43701-5952.
614/452-5405.

Rush Package Delivery
3587 Commerce Dr, Franklin OH
45005-5232. 513/423-1677.

Rush Package Delivery
1009 Wayne Ave, Dayton OH
45410-1403. 513/461-8973.

Service Transport Inc.
633 Bizzell Dr, Lexington KY
40510-1004. 606/255-0725.

Spartan Express
3000 Crescentville Rd, West
Chester OH 45069-3887.
513/772-8484.

Swift Transportation
799 Garver Rd, Monroe OH
45050-1209. 513/539-6900.

TNT Holland Motor Express Inc.
461 Transport Ct, Lexington KY
40511-1015. 606/255-0035.

Transport Corp. Of America Inc.
750 Shaker Dr, Lexington KY
40504-3745. 606/277-3500.

Tri-State Motor Transit Co.
208 Clarksville Ln, Richmond
KY 40475-9556. 606/623-5602.

Underwood Co. Inc.
2805 Cincinnati Dayton Rd,
Middletown OH 45044-8902.
513/424-0474.

United Parcel Service
5101 Trabue Rd, Columbus OH
43228-9613. 614/272-8500.

United Parcel Service
500 Gest St, Cincinnati OH
45203-1717. 513/241-5161.

UTL Transportation Services Inc.
1799 Stanley Avenue, Dayton OH 45404-1116. 513/461-0051.

Watkins Motor Lines Inc.
6431 Centre Park Dr, West Chester OH 45069 4801. 513/771-5880.

Yellow Freight System Inc.
5400 Fisher Rd, Columbus OH 43228-9771. 614/878-9281.

WAREHOUSING AND STORAGE

Dry Ridge Distribution Inc.
10000 Business Boulevard, Dry Ridge KY 41035-7437. 606/824-3400.

Korrect Storage
40 North Snyder Road, Dayton OH 45427-1452. 513/854-5633.

Merchandise Warehouse Company
700 Manor Park Drive, Columbus OH 43228-9397. 614/851-5060.

Mid-State Warehouses
325 W Main St, Newark OH 43055-4124. 614/349-8531.

Sears Logistics Services Inc.
4100 Lockbourne Industrial Parkway, Columbus OH 43207-4377. 614/492-5304.

Sygma Network Of Ohio Inc.
1901 Dividend Dr, Columbus OH 43228-3849. 614/529-1427.

Verst Group
11880 Enterprise Drive, Cincinnati OH 45241-1512. 513/771-6056.

WATER TRANSPORTATION OF FREIGHT

OOCL USA Inc.
5880 Sawmill Rd, Dublin OH 43017-1592. 614/798-5400.

For more information on career opportunities in transportation:

Associations

AIR TRANSPORT ASSOCIATION OF AMERICA
1301 Pennsylvania Avenue NW, Suite 1100, Washington DC 20004. 202/626-4000. World Wide Web address: http://www.air-transport.org.

AMERICAN BUREAU OF SHIPPING
2 World Trade Center, 106th Floor, New York NY 10048. 212/839-5000.

AMERICAN MARITIME ASSOCIATION
380 Madison Avenue, 17th Floor, New York NY 10017. 212/557-9520. A trade association which offers collection and bargaining services.

AMERICAN SOCIETY OF TRAVEL AGENTS
1101 King Street, Suite 200, Alexandria VA 22314. 703/739-2782. World Wide Web address: http://www.astanet.com. For information, send a SASE with $.75 postage to the attention of the Fulfillment Department.

AMERICAN TRUCKING ASSOCIATION
2200 Mill Road, Alexandria VA 22314-4677. 703/838-1700. World Wide Web address: http://www.cais.com/ata.

ASSOCIATION OF AMERICAN RAILROADS
50 F Street NW, Washington DC 20001. 202/639-2100.

FUTURE AVIATION PROFESSIONALS OF AMERICA
4959 Massachusetts Boulevard, Atlanta GA 30337. 404/997-8097. Publishes monthly newsletter which monitors the job market for flying jobs; a pilot employment guide, outlining what is required to become a pilot; and a directory of aviation employers.

INSTITUTE OF TRANSPORTATION ENGINEERS
525 School Street SW, Suite 410, Washington DC 20024-2797. 202/554-8050. World Wide Web address: http://www.ite.org. Scientific and educational association, providing for professional development of members and others.

MARINE TECHNOLOGY SOCIETY
1828 L Street NW, Suite 906, Washington DC 20036. 202/775-5966.

NATIONAL MARINE MANUFACTURERS ASSOCIATION
401 North Michigan Avenue, Suite 1150, Chicago IL 60611. 312/836-4747. A partnership of three manufacturer groups: The National Association of Boat Manufacturers; The Association of Marine Engine Manufacturers; and The National Association of Marine Products & Services. Subscription to job listing publication is available for a fee.

NATIONAL MOTOR FREIGHT TRAFFIC ASSOCIATION
2200 Mill Road, Alexandria VA 22314-4654. 703/838-1810. World Wide Web address: http://www.erols.com/nmfta. Works towards the improvement and advancement of the interests and welfare of motor common carriers.

NATIONAL TANK TRUCK CARRIERS
2200 Mill Road, Alexandria VA 22314. 703/838-1700. A trade association representing and promoting the interests of the highway bulk transportation community.

Directories

MOODY'S TRANSPORTATION MANUAL
Moody's Investors Service, Inc., 99 Church Street, New York NY 10007. 212/553-0300. $12.95 per year with weekly updates.

NATIONAL TANK TRUCK CARRIER DIRECTORY
2200 Mill Road, Alexandria VA 22314. 703/838-1700.

OFFICIAL MOTOR FREIGHT GUIDE
1700 West Courtland Street, Chicago IL 60622. 312/278-2454.

Magazines

AMERICAN SHIPPER
P.O. Box 4728, Jacksonville FL 32201. 904/355-2601. Monthly.

FLEET OWNER
707 Westchester Avenue, White Plains NY 10604-3102. 914/949-8500.

HEAVY DUTY TRUCKING
Newport Communications, P.O. Box W, Newport Beach CA 92658. 714/261-1636.

ITE JOURNAL
Institute of Transportation Engineers, 525 School Street SW, Suite 410, Washington DC 20024-2797. 202/554-8050. One year subscription (12 issues): $50.

MARINE DIGEST AND TRANSPORTATION NEWS
P.O. Box 3905, Seattle WA 98124. 206/682-3607.

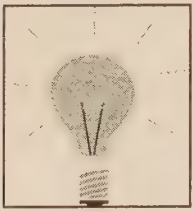
SHIPPING DIGEST
51 Madison Avenue, New York NY 10010. 212/689-4411.

TRAFFIC WORLD MAGAZINE
741 National Press Building, Washington DC 20045. 202/383-6140.

TRANSPORT TOPICS
2200 Mill Road, Alexandria VA 22314. 703/838-1772.

Visit our exciting job and career site at http://www.careercity.com

UTILITIES: ELECTRIC/GAS/WATER



With deregulation looming closer and closer, utilities are adjusting by cutting costs and providing better service. This is a good sign for the industry but a bad sign for jobseekers, as employment should remain just about flat. Job prospects in the utilities industry are probably best with large electric utilities, water supply facilities, and sanitary services right now. The most common positions with public utilities are precision production workers and operators, fabricators, and laborers.

AMERICAN ELECTRIC POWER COMPANY
One Riverside Plaza, Columbus OH 43215. 614/223-1000. **Contact:** William Beckley, Employment Manager. **Description:** Serving over 2.7 million customers in seven states, American Electric Power runs the second largest electrical system in the U.S. The company owns over one-fourth of the Zimmer Plant, a coal-fired power plant. **Common positions include:** Chemical Engineer; Civil Engineer; Computer Programmer; Draftsperson; Electrical/Electronics Engineer; Mechanical Engineer; Mining Engineer; Nuclear Engineer; Systems Analyst. **Educational backgrounds include:** Computer Science; Engineering. **Benefits:** Dental Insurance; Disability Coverage; Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Other U.S. locations:** Fort Wayne IN; Ashland KY; Canton OH; Kingsport TN; Roanoke VA; Wheeling WV. **Operations at this facility include:** Service. **Listed on:** New York Stock Exchange. **Number of employees nationwide:** 23,000.

BOONE COUNTY WATER & SEWER DISTRICT
P.O. Box 18, Burlington KY 41005. 606/586-6155. **Contact:** Human Resources. **Description:** A water and sewer utility. **NOTE:** Applicants must apply in person.

CINERGY
139 East Fourth Street, Cincinnati OH 45202. 513/381-2000. **Contact:** Diana L. McCoy, Human Resources Recruiter. **Description:** CINergy, formerly called Cincinnati Gas & Electric Company, is primarily engaged in providing electric and gas service in the southwestern portion of Ohio and adjacent areas in Kentucky and Indiana. The area served with electricity or gas, or both, covers approximately 3,000 square miles with an estimated population of 1.7 million. **Common positions include:** Electrical/Electronics Engineer; Mechanical Engineer. **Educational backgrounds include:** Engineering. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Listed on:** New York Stock Exchange.

COLUMBIA GAS DISTRIBUTION COMPANIES
200 Civic Center Drive, Columbus OH 43215. 614/460-4784. **Contact:** Arnold Chonko, Human Resources. **Description:** A utility company engaged in the retail distribution of natural gas. **Common positions include:** Accountant/Auditor; Civil Engineer; Computer Programmer; Economist/Market Research Analyst; Human Resources Specialist; Industrial Engineer. **Educational backgrounds include:** Accounting; Computer Science; Economics; Engineering; Finance. **Benefits:** Dental Insurance; Disability Coverage; Life Insurance; Medical Insurance; Pension Plan; Savings Plan; Tuition Assistance. **Corporate headquarters location:** This Location. **Parent company:** Columbia Gas Systems Service, Inc. **Operations at this facility include:** Administration. **Listed on:** New York Stock Exchange.

COLUMBUS SOUTHERN POWER COMPANY
215 North Front Street, Columbus OH 43215. 614/464-7700. **Contact:** Phyllis Ganger, Human Resources Assistant. **Description:** An electric power utility.

DAYTON POWER AND LIGHT COMPANY
P.O. Box 8825, Dayton OH 45401. 513/259-7353. **Fax:** 513/259-7290. **Contact:** Corporate Recruiter. **Description:** An electric and natural gas utility serving 6,000 square miles in west central Ohio. **Common positions include:** Accountant/Auditor; Branch Manager; Customer Service Representative; Electrical/Electronics Engineer; Financial Analyst; Line Installer/Cable Splicer; Mechanical Engineer; Operations/Production Manager; Systems Analyst. **Educational backgrounds include:** Accounting; Business Administration; Computer Science; Engineering; Finance. **Benefits:** 401(k); Employee Discounts; Life Insurance; Medical Insurance; Pension Plan; Profit Sharing; Savings Plan; Tuition Assistance. **Special Programs:** Internships. **Corporate headquarters location:** This Location. **Parent company:** DPL Inc. **Operations at this facility include:** Divisional Headquarters. **Listed on:** New York Stock Exchange. **Number of employees nationwide:** 3,000.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

ELECTRIC SERVICES

Amoco Corp.
PO Box 728, Marietta OH 45750-0728. 614/374-8913.

Bardstown Municipal Electric Light & Power
220 North 5th Street, Bardstown KY 40004-1458. 502/348-5947.

Conesville Plant
47201 County Road 273, Conesville OH 43811-9701. 614/829-2378.

Dayton Power & Light Company
US Rte 52, Manchester OH 45144. 513/549-2641.

East Kentucky Power
1301 E 2nd St, Maysville KY 41056-1606. 606/883-3165.

Indiana-Kentucky Electric Corp.
PO Box 468, Piketon OH 45661-0468. 614/289-2376.

Jackson County Rural Electric
PO Box 307, McKee KY 40447-0307. 606/287-7161.

Kentucky Utilities Co.
104 North 2nd Street, Bryantsville KY 40410. 606/548-3707.

Kentucky Utilities Co.
500 Stone Rd, Lexington KY 40503-2913. 606/278-9355.

Kentucky Utilities Co.
9485 Highway 42 E, Ghent KY 41045. 502/347-5383.

Monongahela Power Co.
PO Box 327, Marietta OH 45750-0327. 614/373-2425.

Ohio Edison Co.
111 E High St, Springfield OH 45502-1215. 513/322-4911.

Ohio Edison Co.
67 W High St, London OH 43140-1074. 614/852-1714.

Owen Electric Cooperative Inc.
510 S Main St, Owenton KY 40359-1239. 502/484-3471.

Ohio Power Co.
7397 State Route 7 North, Cheshire OH 45620-9531. 614/367-7331.

Solid Waste Authority Waste To Energy Facility
2500 Jackson Pike, Columbus OH 43223-3849. 614/645-3147.

South Central Power Co.
PO Box 250, Lancaster OH 43130-0250. 614/653-4422.

Union Light, Heat, And Power Co.
107 Brent Spence Square, Covington KY 41011-1433. 513/381-2000.

Zimmer Power Plant
1781 US Highway 52, Moscow OH 45153-9705. 513/287-5200.

GAS AND/OR WATER SUPPLY

Kentucky-American Water Co.
2300 Richmond Rd, Lexington KY 40502-1390. 606/269-2386.

Perryville Water Dept.
S Buell, Perryville KY 40468. 606/332-7682.

GAS UTILITY SERVICES

Columbia Gas Of Kentucky Inc.
2001 Mercer Rd, Lexington KY 40511-1018. 606/288-0215.

Columbia Gas Of Ohio Inc.
2009 E State St, Athens OH 45701-2125. 614/593-5581.

For more information on career opportunities in the utilities industry:

Associations

AMERICAN PUBLIC GAS ASSOCIATION
Lee Highway, Suite 102, Fairfax VA 22030. 703/352-3890. Publishes a weekly newsletter.

AMERICAN PUBLIC POWER ASSOCIATION (APPA)
2301 M Street NW, Washington DC 20037. 202/467-2970. Represents publicly-owned utilities. Provides many services including: government relations,

educational programs, and industry-related information publications.

AMERICAN WATER WORKS ASSOCIATION
6666 West Quincy Drive, Denver CO 80235.
303/794-7711.

NATIONAL RURAL ELECTRIC COOPERATIVE ASSOCIATION
1800 Massachusetts Avenue NW, Washington DC 20036. 202/857-9500. World Wide Web address: http://www.nreca.org.

Directories

MOODY'S PUBLIC UTILITY MANUAL
Moody's Investors Service, Inc., 99 Church Street, New York NY 10007. 212/553-0300. Annually available at libraries.

Magazines

PUBLIC POWER
2301 M Street NW, Washington DC 20037. 202/467-2900.

Visit our exciting job and career site at http://www.careercity.com

MISCELLANEOUS WHOLESALING

Employment in the wholesale trade sector is closely tied to the growth of the economy. However, industry trends will change a good portion of the composition and nature of wholesale trade employment. Consolidation of the industry into fewer firms and the spread of new technology should slow growth in some occupations, but many new jobs will be created in others as firms provide a growing array of support services. In addition, these trends will change the role of many other workers.

Heightened competition and pressure to lower operating costs should continue to force distributors to merge with or acquire other firms. The resulting consolidation of wholesale trade among fewer, larger firms will reduce the demands for some workers as merged companies eliminate duplicated staff. Consolidation and greater competition among wholesale trade firms, however, will lead more firms to expand customer service, increasing the demand for these types of workers. Clerks or sales workers will advance to many of these new customer service or marketing jobs, and new workers may be needed for financial, logistical, technical, or advertising positions.

IDG SCALLAN SUPPLY CO.
400 E Wilson Bridge Rd, Columbus OH 43085. 614/929-3186. **Contact:** Human Resources. **Description:** A wholesaler of industrial supplies, cutting tools, hand tools, adhesives, and more.

MAZAK CORPORATION
8025 Production Drive, Florence KY 41042. 606/727-5700. **Contact:** Mike Vogt, Personnel Director. **Description:** A wholesale industrial equipment and machinery company. **Number of employees at this location:** 775.

EJ THOMAS CO.
6161 Wiehe Rd, Cincinnati OH 45237. 513/841-0880. **Contact:** Human Resources. **Description:** A laundry and dry cleaning supplies wholesaler. The company's products include chemicals and hangers.

Note: Because addresses and telephone numbers of smaller companies can change rapidly, we recommend you call each company to verify the information below before inquiring about job opportunities. Mass mailings are not recommended.

Additional small employers:

COMMERCIAL EQUIPMENT WHOLESALE

Reliable Food Service Equipment
45 Catherine St, Dayton OH
45402-2601. 513/461-2252.

HARDWARE WHOLESALE

Kruse Company
4275 Thunderbird Ln, Fairfield
OH 45014-5483. 513/860-3600.

INDUSTRIAL MACHINERY AND EQUIPMENT WHOLESALE

Sally's Beauty Supply
8431 Colerain Avenue,
Groesbeck OH 45239-3926.
513/385-7466.

Armor Elevator Co. Inc.
505 Riverside Dr, Dayton OH
45405-4619. 513/222-3012.

Clarksburg Caskets
3518 Rohr Rd, Groveport OH
43125-9313. 614/497-3388.

Edco Lift Trucks
1836 Valley St, Dayton OH
45404-2283. 513/236-6591.

Fastenal Co.
220 East Washington Street,
Springfield OH 45502-1229.
513/322-0666.

Gates Rubber Co.
7979 Vulcan Dr, Florence KY
41042-2839. 606/342-2100.

Globe Food Equipment Co.
1449 N Keowee St, Dayton OH
45404-1102. 513/223-0774.

Hagglunds Drives Inc.
4868 Blazer Pkwy, Dublin OH
43017-3302. 614/791-7400.

Instron Corp.
2801 Far Hills Ave, Dayton OH
45419-1607. 513/299-0796.

John Deere Company
701 Georgesville Rd, Columbus
OH 43228-2403. 614/275-1500.

Madison Disposal Co.
Irvine Rd, Waco KY 40385.
606/369-5363.

Mafco
PO Box 11013, Cincinnati OH
45211-0013. 513/367-2151.

Micro Motion Inc.
1801 Woodsboro Rd, Crestwood
KY 40014-9665. 502/241-5944.

MPH Crane Inc.
10270 Spartan Dr, Cincinnati OH
45215-1246. 513/771-5161.

OKI Systems
4665 Interstate Dr, Cincinnati OH
45246-1109. 513/874-2600.

Police Motorcycle Escort Inc.
3237 Scioto Run Blvd, Hilliard
OH 43026-3004. 614/876-5454.

Polychrome Corp.
7820 Palace Dr, Cincinnati OH
45249-1631. 513/489-1500.

Prolift Industrial Equipment
6272 Executive Blvd, Huber
Heights OH 45424-1424.
513/237-0976.

Quincy Compressors
1631 NW Professional Plz,
Columbus OH 43220-3861.
614/459-9515.

RE Condit Company
1018 New Circle Rd NW,
Lexington KY 40511-1839.
606/281-9488.

Robbins & Myers Hoist Division
1311 Lagonda Ave, Springfield
OH 45503-4001. 513/325-5143.

Ross-Willoughby Co.
1400 Goodale Blvd, Columbus
OH 43212-3738. 614/486-4311.

Service Supply Co.
6115 Wiehe Rd, Cincinnati OH
45237-4716. 513/631-1199.

Southeastern Equipment Co.
Rt 40 E, Cambridge OH 43725.
614/432-6303.

Sure Cure Supply Inc.
11306 Tamarco Dr, Cincinnati
OH 45242-2108. 513/489-4212.

Tupros Inc.
28 South Plum Street, Springfield
OH 45506-1547. 513/325-5044.

Valco Cinti Inc.
411 Circle Fwy Dr, West Chester
OH 45069. 513/874-6550.

Vickers Inc.
81 Edgewood Rd, Edgewood KY
41017-2345. 606/344-8668.

WH Kiefaber Co.
PO Box 1226, Dayton OH 45401-
1226. 513/223-2192.

World Agritech Corp.
2896 State Route 232, Bethel OH
45106-9532. 513/734-1400.

OFFICE EQUIPMENT WHOLESALE

Donnellon McCarthy Inc.
4141 Turrill Street, Cincinnati
OH 45223-2200. 513/681-5617.

ICL Retail Systems
1415 E Dublin Granville Rd,
Columbus OH 43229-3311.
614/888-8663.

Office Depot
2691 Miamisburg Centerville Rd,
Dayton OH 45459-3727.
513/438-3011.

Xerox Corp.
6450 Poe Ave, Dayton OH
45414-2646. 513/454-4000.

Xerox Corp.
10560 Ashview Place, Cincinnati
OH 45242-3738. 513/554-3292.

PAPER AND OFFICE SUPPLIES WHOLESALE

Camvac America
2794 Wynnetree Ct, Hilliard OH
43026-8948. 614/777-9539.

Gibson Greetings Inc.
3951 Madison Pike, Covington
KY 41017-9704. 606/356-3800.

Gibson Greetings Inc.
8199 Dixie Hwy, Florence KY
41042-3217. 606/371-0959.

Multi-Ply Business Forms Inc.
3300 Office Park Dr, Dayton OH
45439-2212. 513/294-1942.

Ris Paper Company Midwest
1200 Leo St, Dayton OH 45404-
1650. 513/222-7829.

Sabin Robbins Paper Co.
106 Circle Freeway Dr,
Cincinnati OH 45246-1296.
513/874-5270.

SPORTING AND RECREATIONAL GOODS AND SUPPLIES WHOLESALE

BSN Sports Mid-America
8292 Storrow Drive, Westerville
OH 43081-5023. 614/436-7300.

TOYS AND HOBBY PRODUCTS WHOLESALE

Craft Wholesalers
77 Cypress Street SW,
Reynoldsburg OH 43068-9673.
614/863-3125.

Jacki-O's Bingo Supply Inc.
6500 Riverside Dr, Dublin OH
43017-1464. 614/761-1210.

WHOLESALE OF ELECTRICAL APPLIANCES, TELEVISIONS, AND RADIOS

Amana-Delaware
435 Park Ave, Delaware OH
43015-2431. 614/363-1381.

Napco Inc.
533 Codell Drive, Lexington KY
40509-1016. 606/268-8867.

WHOLESALE FURNITURE AND HOME FURNISHINGS

Carson Pirie Scott & Co.
950 Laidlaw Avenue, Cincinnati
OH 45237-5093. 513/242-3391.

Libbey Glass Inc.
4010 Executive Park Dr,
Cincinnati OH 45241-4012.
513/563-4010.

Pitman-Dreitzer Corp.
4460 Lake Forest Drive,
Cincinnati OH 45242-3755.
513/563-7767.

Thomas W. Ruff And Co.
1114 Dublin Rd, Columbus OH
43215-1039. 614/487-4000.

Virco Manufacturing Corporation
1615 Georgesville Rd, Columbus
OH 43228-3617. 614/878-1090.

For more information on career opportunities in the wholesaling industry:

Associations

APPLIANCE PARTS DISTRIBUTORS ASSOCIATION
228 East Baltimore Street, Detroit MI 48202.
313/875-8455. An association for wholesale distributors of appliance parts.

Visit our exciting job and career site at http://www.careercity.com

EMPLOYMENT SERVICES

NOTE: *While every effort is made to keep the addresses and phone numbers of these companies up-to-date, employment services often move or change hands and are therefore more difficult to track. Please notify the publisher if you find any discrepancies.*

TEMPORARY EMPLOYMENT AGENCIES

ADIA PERSONNEL
3655 Soldano Boulevard, Columbus OH 43228. 614/279-6614. **Contact:** Kim Willoughby, Office Manager. **Description:** A temporary agency. Company pays fee. **Specializes in the areas of:** Clerical; Construction; Food Industry; Personnel/Labor Relations. **Positions commonly filled include:** Computer Operator; Computer Programmer; Construction Trade Worker; Data Entry Clerk; Draftsperson; Driver; Factory Worker; Food Scientist/Technologist; Food Service Manager; Light Industrial Worker; Office Manager; Operations/Production Manager; Quality Control Supervisor; Receptionist; Typist/Word Processor. **Number of placements per year:** 500 - 999.

BELCAN TECHNICAL SERVICES
11591 Goldcoast Drive, Cincinnati OH 45249. 800/945-1900. **Fax:** 513/489-0830. **Contact:** John Kennedy, Recruiter. **Description:** A temporary agency. **Specializes in the areas of:** Computer Science/Software; Engineering; Industrial; Manufacturing. **Positions commonly filled include:** Accountant/Auditor; Aerospace Engineer; Agricultural Engineer; Aircraft Mechanic/Engine Specialist; Architect; Biological Scientist/Biochemist; Biomedical Engineer; Buyer; Chemical Engineer; Chemist; Civil Engineer; Clinical Lab Technician; Computer Programmer; Computer Systems Analyst; Construction Contractor and Manager; Cost Estimator; Designer; Draftsperson; Editor; Electrical/Electronics Engineer; Financial Analyst; Food Scientist/Technologist; Geographer; Geologist/Geophysicist; Health Services Manager; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Mathematician; Mechanical Engineer; Metallurgical Engineer; Mining Engineer; Purchasing Agent and Manager; Quality Control Supervisor; Radiologic Technologist; Software Engineer; Stationary Engineer; Structural Engineer; Surveyor; Technical Writer/Editor; Wholesale and Retail Buyer. **Number of placements per year:** 1000+.

CROWN TEMPORARY SERVICES OF CINCINNATI
230 Northland Boulevard, Suite 300, Cincinnati OH 45246. 513/772-7242. **Contact:** Dick Diana, Manager. **Description:** A temporary agency. Company pays fee.**Specializes in the areas of:** Accounting/Auditing; Banking; Clerical; Engineering; Finance; Insurance; Legal; Manufacturing; Personnel/Labor Relations. **Positions commonly filled include:** Accountant/Auditor; Administrative Assistant; Advertising Clerk; Bookkeeper; Claim Representative; Clerk; Computer Operator; Computer Programmer; Construction Trade Worker. **Number of placements per year:** 1000+.

CROWN TEMPORARY SERVICES OF CINCINNATI
7796 Montgomery Road, Cincinnati OH 45236. 513/793-0444. **Contact:** Manager. **Description:** A temporary agency. Company pays fee. **Specializes in the areas of:** Accounting/Auditing; Banking; Clerical; Engineering; Finance; Insurance; Legal; Manufacturing; Personnel/ Labor Relations. **Positions commonly filled include:** Accountant/Auditor; Administrative Assistant; Advertising Clerk; Bookkeeper; Claim Representative; Clerk; Computer Operator; Computer Programmer; Construction Trade Worker; Customer Service Representative; Data Entry Clerk; Driver; Factory Worker; Legal Secretary; Light Industrial Worker; Marketing Specialist; Medical Secretary; Office Manager; Receptionist; Sales Representative; Secretary; Typist/Word Processor. **Number of placements per year:** 1000+.

EXTRA HELP TEMPORARY SERVICE
120 West 2nd Street, Suite 1010, Dayton OH 45402. 513/224-1452. **Contact:** Paul L. Sacksteder, President. **Description:** A temporary agency. Company pays fee. **Specializes in the areas of:** Clerical; Construction; Legal; Manufacturing. **Positions commonly filled include:** Administrative Assistant; Advertising Clerk; Bookkeeper; Claim Representative; Clerk; Computer Operator;

Construction Trade Worker; Customer Service Representative; Data Entry Clerk; Draftsperson; Driver; Factory Worker; Legal Secretary; Light Industrial Worker; Medical Secretary; Office Manager; Receptionist; Secretary; Stenographer; Typist/Word Processor. **Number of placements per year:** 500 - 999.

INTERIM PERSONNEL
455 Lake Forest, Suite 196, Blue Ash OH 45242. 513/563-9585. **Contact:** Lila Carroll, Client Service Manager. **Description:** A temporary agency. Company pays fee. **Specializes in the areas of:** Non-Specialized. **Positions commonly filled include:** Bookkeeper; Clerk; Computer Operator; Customer Service Representative; Data Entry Clerk; Draftsperson; Factory Worker; General Manager; Legal Secretary; Light Industrial Worker; Medical Secretary; Office Manager; Receptionist; Secretary; Stenographer; Technician; Typist/Word Processor. **Number of placements per year:** 1000+.

INTERIM PERSONNEL
Two Nationwide Plaza, Suite 220, Columbus OH 43215. 614/228-2666. **Contact:** Kim Nastoff, Branch Manager. **Description:** A temporary agency. Company pays fee. **Specializes in the areas of:** Non-Specialized. **Positions commonly filled include:** Bookkeeper; Clerk; Computer Operator; Customer Service Representative; Data Entry Clerk; Draftsperson; Factory Worker; General Manager; Legal Secretary; Light Industrial Worker; Medical Secretary; Office Manager; Receptionist; Secretary; Stenographer; Technician; Typist/Word Processor. **Number of placements per year:** 1000+.

INTERIM PERSONNEL
1900 East Dublin-Granville Road, Suite 101C, Columbus OH 43229. 614/890-3783. **Contact:** Office Manager. **Description:** A temporary agency. Company pays fee. **Specializes in the areas of:** Non-Specialized. **Positions commonly filled include:** Bookkeeper; Clerk; Data Entry Clerk; Draftsperson; Factory Worker; General Manager; Legal Secretary; Light Industrial Worker; Medical Secretary; Office Manager; Receptionist; Secretary; Stenographer; Technician; Typist/Word Processor. **Number of placements per year:** 1000+.

INTERIM PERSONNEL
6827 North High Street, Suite 111, Worthington OH 43085. 614/436-1800. **Contact:** Maryl Garber, Office Manager. **Description:** A temporary agency. Company pays fee. **Specializes in the areas of:** Non-Specialized. **Positions commonly filled include:** Bookkeeper; Clerk; Computer Operator; Data Entry Clerk; Draftsperson; Factory Worker; General Manager; Legal Secretary; Light Industrial Worker; Medical Secretary; Office Manager; Receptionist; Secretary; Stenographer; Technician; Typist/Word Processor. **Number of placements per year:** 1000+.

PERMANENT EMPLOYMENT AGENCIES

ACCOUNTANTS ON CALL
250 East Fifth Street, Suite 1630, Cincinnati OH 45202. 513/381-4545. **Contact:** Gary Merrifield, Area Vice President. **Description:** An employment agency. **Specializes in the areas of:** Accounting/Auditing.

BALDWIN & ASSOCIATES
3975 Erie Avenue, Cincinnati OH 45208. 513/272-2400. **Contact:** W. Keith Baldwin, President. **Description:** This location is an employment agency and an executive search firm. Company pays fee. **Specializes in the areas of:** Engineering; Manufacturing; Technical and Scientific. **Positions commonly filled include:** Aerospace Engineer; Bank Officer/Manager; Biomedical Engineer; Ceramics Engineer; Civil Engineer; Electrical/Electronics Engineer; General Manager; Industrial Engineer; Marketing Specialist; Mechanical Engineer; Metallurgical Engineer; Physician; Purchasing Agent and Manager; Quality Control Supervisor; Systems Analyst. **Number of placements per year:** 50 - 99.

CBS COMPANIES
435 Elm Street, Suite 700, Cincinnati OH 45202. 513/651-1111. **Contact:** Wayne J. Vinson, Manager. **Description:** An employment agency. **Specializes in the areas of:** Bookkeeping; Clerical; Computer Science/Software; Finance.

CBS COMPANIES
130 West Second Street, Suite 1910, Dayton OH 45402. 513/222-2525. **Contact:** Robert L. Brown, CPC, President. **Description:** An employment agency. **Specializes in the areas of:** Clerical; Computer Science/Software; Finance; Office Support.

CAREER CONNECTIONS
35 Elliott Street, Athens OH 45701. 614/594-4941. **Fax:** 614/592-6289. **Contact:** Valerie Kinnard, General Manager. **Description:** An employment agency. Company pays fee. **Specializes in the areas of:** Computer Science/Software; Education; Industrial; Legal; Manufacturing; Nonprofit; Secretarial. **Positions commonly filled include:** Automotive Mechanic/Body Repairer; Computer Programmer; Customer Service Representative; Paralegal; Social Worker; Technical Writer/Editor. **Number of placements per year:** 50 - 99.

CORELL ASSOCIATES
5017 Cooper Road, Cincinnati OH 45242. 513/793-9808. **Fax:** 513/793-9304. **Contact:** Ed Corell, Owner. **Description:** An employment agency. Company pays fee. **Specializes in the areas of:** Accounting/Auditing; Engineering; Industrial; Manufacturing; Technical and Scientific. **Positions commonly filled include:** Accountant/Auditor; Actuary; Adjuster; Aerospace Engineer; Agricultural Engineer; Biological Scientist/Biochemist; Biomedical Engineer; Blue-Collar Worker Supervisor; Buyer; Ceramics Engineer; Chemical Engineer; Chemist; Civil Engineer; Collector; Computer Programmer; Computer Systems Analyst; Designer; Draftsperson; Electrical/Electronics Engineer; Financial Analyst; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Investigator; Management Trainee; Materials Engineer; Mechanical Engineer; Metallurgical Engineer; Mining Engineer; Nuclear Engineer; Petroleum Engineer; Purchasing Agent and Manager; Quality Control Supervisor; Science Technologist; Software Engineer; Stationary Engineer; Structural Engineer; Travel Agent. **Number of placements per year:** 1 - 49.

DARROW STAFFING
P.O. Box 2674, Zanesville OH 43702-2674. 614/453-0326. **Contact:** Harold Palmer, Owner. **Description:** An employment agency. Company pays fee. **Specializes in the areas of:** Manufacturing; Mining. **Positions commonly filled include:** Accountant/Auditor; Bookkeeper; Buyer; Ceramics Engineer; Chemical Engineer; Chemist; Civil Engineer; Clerk; Computer Operator; Computer Programmer; Data Entry Clerk; Draftsperson; EDP Specialist; Electrical/Electronics Engineer; Industrial Engineer; Legal Secretary; Mechanical Engineer; Medical Secretary; Metallurgical Engineer; Mining Engineer; Office Manager; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Receptionist; Sales Representative; Secretary; Stenographer; Systems Analyst; Technical Writer/Editor; Technician; Typist/Word Processor. **Number of placements per year:** 50 - 99.

ALAN N. DAUM AND ASSOCIATES
6241 Riverside Drive, Dublin OH 43017. 614/793-1200. **Contact:** Alan N. Daum, President. **E-mail address:** aldaum@aol.com. **Description:** An employment agency. Company pays fee. **Specializes in the areas of:** Computer Hardware/Software; Engineering; Food Industry; Manufacturing; Technical and Scientific. **Positions commonly filled include:** Computer Programmer; Electrical/Electronics Engineer; Software Engineer. **Number of placements per year:** 1 - 49.

ENTERPRISE SEARCH ASSOCIATES
77 West Elmwood Drive, Dayton OH 45459. 513/438-8774. **Contact:** Jeff Linck, Owner. **Description:** An employment agency. Company pays fee. **Specializes in the areas of:** Administration/MIS/EDP; Computer Hardware/Software. **Positions commonly filled include:** Computer Programmer; EDP Specialist; MIS Specialist; Software Engineer; Systems Analyst.

GRAPHIC ARTS EMPLOYMENT SERVICE, INC.

2430 Central Parkway, Cincinnati OH 45214. 513/241-2201. **Contact:** James P. Carlin, President. **Description:** An employment service. Company pays fee. **Specializes in the areas of:** Packaging; Printing/Publishing. **Positions commonly filled include:** Bindery Worker; Chemist; Customer Service Representative; Electrical/Electronics Engineer; Estimator; General Manager; Industrial Designer; Industrial Engineer; Mechanical Engineer; Operations/ Production Manager; Printing Press Operator; Purchasing Agent and Manager; Quality Control Supervisor; Sales Representative. **Number of placements per year:** 50 - 99.

HAHN AND ASSOCIATES

7026 Corporate Way, Suite 212, Dayton OH 45459. 513/436-3141. **Contact:** Ken Hahn, Owner. **Description:** An employment agency and search firm. **Specializes in the areas of:** Engineering; Personnel/Labor Relations.

ROBERT HALF OF DAYTON

One Citizens Federal Center, Suite 1380, Dayton OH 45402. 513/224-0600. **Fax:** 513/224-3659. **Contact:** Bruce Lane, Manager. **Description:** An employment agency. **Specializes in the areas of:** Accounting/Auditing; Bookkeeping; Clerical; Computer Science/Software; Finance; International Executives. **Positions commonly filled include:** Accountant/Auditor; Tax Specialist.

ANNE JONES STAFFING, INC.
MEDICAL PLACEMENT STAFFING

571 High Street, Worthington OH 43085. 614/848-6000. **Contact:** Sheila A. Jones, President. **Description:** Anne Jones Staffing, Inc. is an employment agency specializing in placing clerical professionals. Medical Placement Staffing is an employment agency specializing in placing health and medical professionals. Company pays fee. **Specializes in the areas of:** Clerical; Health/Medical. **Positions commonly filled include:** Administrative Assistant; Bookkeeper; Clerk; Customer Service Representative; Dietician/Nutritionist; Medical Secretary; Nurse; Office Manager; Receptionist; Secretary; Typist/Word Processor. **Number of placements per year:** 200 - 499.

R.E. LOWE ASSOCIATES, INC.

8080 Ravines Edge Court, Worthington OH 43235. 614/436-6650. **Fax:** 614/436-2789. **Contact:** Dave Deringer, Recruiter. **Description:** An employment agency. **Specializes in the areas of:** Accounting/Auditing; Computer Science/Software; Engineering; Finance; Health/Medical; Insurance. **Positions commonly filled include:** Accountant/Auditor; Budget Analyst; Chemical Engineer; Claim Representative; Consultant; Credit Manager; Data Analyst; EDP Specialist; Electrical/Electronics Engineer; Environmental Engineer; Financial Analyst; Industrial Engineer; Manufacturing Engineer; Nurse; Packaging Engineer; Physician; Tax Specialist; Underwriter/Assistant Underwriter; Water/ Wastewater Engineer. **Number of placements per year:** 200 - 499.

OHIO BUREAU OF EMPLOYMENT SERVICES

P.O. Box 398, Marysville OH 43040-0398. 513/644-9195. **Fax:** 513/642-1129. **Contact:** Jo Lee, Manager. **Description:** An unemployment office and employment service. **Specializes in the areas of:** Non-Specialized. **Positions commonly filled include:** Administrative Assistant; Bookkeeper; Clerk; Construction Trade Worker; Customer Service Representative; Data Entry Clerk; Electrical/Electronics Engineer; Factory Worker; Legal Secretary; Light Industrial Worker; Mechanical Engineer; Medical Secretary; Purchasing Agent and Manager; Quality Control Supervisor; Receptionist; Secretary; Typist/Word Processor. **Number of placements per year:** 500 - 999.

BILL REBER & ASSOCIATES

P.O. Box 690, Dayton OH 45459. 513/433-5400. **Fax:** 513/433-1758. **Contact:** Bill Reber, CPC, President. **Description:** Bill Reber & Associates places professionals in management positions. **Specializes in the areas of:** Manufacturing; Materials; Personnel/Labor Relations. **Positions commonly filled include:** Human Resources Specialist; Inventory Control Specialist; Materials Engineer; Planner; Plant Manager; Purchasing Agent and Manager; Quality Control Supervisor; Safety Engineer.

TAD RESOURCES
6555 Bush Boulevard, Suite 230, Columbus OH 43229. 614/863-2481. **Contact:** Ms. Bobbie Gallo, Branch Manager. **Description:** An employment agency. Company pays fee. **Specializes in the areas of:** Computer Hardware/Software; Engineering; Manufacturing; Technical and Scientific. **Positions commonly filled include:** Administrative Assistant; Aerospace Engineer; Agricultural Scientist; Architect; Biological Scientist/Biochemist; Biomedical Engineer; Bookkeeper; Ceramics Engineer; Civil Engineer; Clerk; Commercial Artist; Computer Programmer; Data Entry Clerk; Dietician/Nutritionist; Draftsperson; Electrical/Electronics Engineer; Factory Worker; General Manager; Industrial Designer; Industrial Engineer; Legal Secretary; Light Industrial Worker; Mechanical Engineer; Medical Secretary; Metallurgical Engineer; Mining Engineer; Nurse; Petroleum Engineer; Purchasing Agent and Manager; Receptionist; Secretary; Statistician; Systems Analyst; Technical Writer/Editor; Technician; Typist/Word Processor. **Number of placements per year:** 1000+.

TECHNICAL MANAGEMENT RESOURCES
P.O. Box 467, Pickerington OH 43147. 614/837-8888. **Contact:** Gordon Mead, President. **Description:** An employment agency. Company pays fee. **Positions commonly filled include:** Industrial Engineer; Management. **Number of placements per year:** 50 - 99.

TYLER SCOTT, INC.
313 Rugby Avenue, Suite 162, Terrace Park OH 45174. 513/831-7603. **Fax:** 513/831-7603. **Contact:** Ben Updegrove, President. **Description:** A firm that places engineering professionals in management positions. Company pays fee. **Specializes in the areas of:** Chemical; Engineering. **Positions commonly filled include:** Chemical Engineer; Electrical/ Electronics Engineer; Environmental Engineer; Maintenance Supervisor; Mechanical Engineer. **Number of placements per year:** 1 - 49.

WARNER & ASSOCIATES, INC.
5025 Pine Creek Drive, Westerville OH 43081. 614/891-9003. **Fax:** 614/890-8405. **Contact:** Tom Warner, CPC, President. **Description:** An employment agency specializing in placing engineering and manufacturing professionals. **Specializes in the areas of:** Engineering; Manufacturing; Materials. **Positions commonly filled include:** Chemical Engineer; Civil Engineer; Electrical/Electronics Engineer; Environmental Engineer; Industrial Engineer; Inventory Control Specialist; Manufacturing Engineer; Mechanical Engineer; Nuclear Engineer; Packaging Engineer; Plant Manager; Purchasing Agent and Manager; Quality Control Supervisor; Water/Wastewater Engineer.

EXECUTIVE SEARCH FIRMS

AUTOMOTIVE CAREERS
77 West Elmwood Drive, Suite 205, Centerville OH 45459. 513/438-8090. **Fax:** 513/433-1758. **Contact:** Dan Ankney, President. **Description:** An executive search firm specializing in the automotive industry. **Specializes in the areas of:** Automotive Retailing.

J.D. COTTER EXECUTIVE SEARCH
2999 East Dublin-Granville Road, Suite 301, Columbus OH 43231. 614/895-2065. **Fax:** 614/895-3071. **Contact:** Danny Cotter, Owner. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Accounting/Auditing; Administration/MIS/EDP; Engineering; Food Industry; General Management; Manufacturing; Personnel/Labor Relations; Sales and Marketing. **Positions commonly filled include:** Accountant/ Auditor; Biomedical Engineer; Budget Analyst; Buyer; Chemical Engineer; Chemist; Civil Engineer; Computer Systems Analyst; Credit Manager; Electrical/Electronics Engineer; Financial Analyst; General Manager; Geologist/Geophysicist; Human Resources Specialist; Industrial Engineer; Management Analyst/Consultant; Mechanical Engineer; Purchasing Agent and Manager; Quality Control Supervisor; Software Engineer; Structural Engineer; Transportation/Traffic Specialist. **Number of placements per year:** 200 - 499.

DEFFET GROUP INC.

7801 Marysville Road, Ostrander OH 43061. 614/666-7600. **Fax:** 614/666-7610. **Contact:** Daniel Deffet, Managing Partner. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Health/Medical. **Positions commonly filled include:** Health Services Manager; Physical Therapist; Respiratory Therapist; Speech-Language Pathologist. **Number of placements per year:** 50 - 99.

DRAYTON & ASSOCIATES

120 West Fifth Street, Suite 501, Cincinnati OH 45202. 513/621-4018. **Fax:** 513/345-2402. **Contact:** Brad Drayton, Director. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Accounting/Auditing; Banking; Engineering; Finance; General Management; Industrial; Insurance; Manufacturing; Personnel/Labor Relations; Sales and Marketing. **Positions commonly filled include:** Accountant/Auditor; Bank Officer/Manager; Biomedical Engineer; Budget Analyst; Buyer; Chemical Engineer; Civil Engineer; Credit Manager; Designer; Economist/Market Research Analyst; Electrical/Electronics Engineer; Financial Analyst; General Manager; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Insurance Agent/Broker; Management Analyst/Consultant; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor; Services Sales Representative; Software Engineer; Stationary Engineer; Structural Engineer; Underwriter/Assistant Underwriter. **Number of placements per year:** 50 - 99.

DUNHILL OF COLUMBUS

1166 Goodale Boulevard, Suite 200, Columbus OH 43212. 614/421-0111. **Contact:** John Salzman, Owner. **Description:** An executive search firm. **Specializes in the areas of:** Computer Hardware/Software; Sales and Marketing.

EXECUTECH CONSULTANTS, INC.

P.O. Box 29385, Cincinnati OH 45229. 513/281-6416. **Fax:** 513/281-6674. **Contact:** Howard Bond, Publisher. **Description:** An executive search firm. **Specializes in the areas of:** Accounting/Auditing; Advertising; Broadcasting; Computer Science/Software; Economics; Education; Engineering; Finance; Food Industry; General Management; Manufacturing; Personnel/Labor Relations; Printing/Publishing; Sales and Marketing. **Positions commonly filled include:** Accountant/Auditor; Advertising Clerk; Bank Officer/Manager; Buyer; Economist/Market Research Analyst; Editor; Management Analyst/Consultant; Management Trainee; Manufacturer's/Wholesaler's Sales Rep.

EXECUTIVE SEARCH, LTD.

4830 Interstate Drive, Cincinnati OH 45246. 513/874-6901. **Fax:** 513/870-6348. **Contact:** Terry Cimino, Director of Technical Services. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Computer Science/Software; Engineering; Food Industry; General Management; Industrial; Manufacturing; Packaging; Paper; Personnel/ Labor Relations; Technical and Scientific. **Positions commonly filled include:** Buyer; Ceramics Engineer; Chemical Engineer; Chemist; Electrical/Electronics Engineer; General Manager; Human Resources Specialist; Industrial Designer; Industrial Engineer; Industrial Production Manager; Manufacturing Engineer; Marketing Specialist; Materials Engineer; Mechanical Engineer; Metallurgical Engineer; MIS Specialist; Purchasing Agent and Manager; Quality Control Supervisor; Software Engineer; Structural Engineer; Systems Analyst. **Number of placements per year:** 100 - 199.

F.L.A.G.
FUEL, LUBRICANTS, ASPHALT & GREASES RECRUITMENT

625 East County Line Road, Springfield OH 45502. 937/342-0200. **Fax:** 937/342-0201. **Contact:** Tom Warren, Manager. **Description:** An executive search firm specializing in placing upper-level professionals in the following industries: fuel, lubricants, asphalt, greases, oil field, and refinery chemicals. Company pays fee. **Specializes in the areas of:** Chemical; Industrial; Industrial Sales and Marketing; Manufacturing; Oil and Gas; Petrochemical; Technical and Scientific; Transportation. **Positions commonly filled include:** Chemist. **Corporate headquarters location:** This location. **Average salary range of placements:** More than $50,000. **Number of placements per year:** 1 - 49.

FRENZEL MILAR ASSOCIATES
602 Quincy Street, Ironton OH 45638. 614/532-6409. **Fax:** 614/533-0813. **Contact:** John Milar, Owner. **Description:** An executive search firm. **Specializes in the areas of:** Accounting/Auditing; Administration/MIS/EDP; Engineering; Manufacturing. **Positions commonly filled include:** Accountant/Auditor; Buyer; Chemical Engineer; Electrical/ Electronics Engineer; Marketing Specialist; Mechanical Engineer; Metallurgical Engineer; Operations/Production Manager; Purchasing Agent and Manager. **Number of placements per year:** 1 - 49.

H.L. GOEHRING & ASSOCIATES, INC.
3200 Wrenford Street, Dayton OH 45409-1250. 513/294-8854. **Contact:** Hal Goehring, President. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Engineering; General Management; Industrial; Manufacturing; Personnel/Labor Relations; Printing/Publishing; Sales and Marketing. **Positions commonly filled include:** Buyer; Electrical/Electronics Engineer; Financial Analyst; General Manager; Human Resources Specialist; Industrial Engineer; Mechanical Engineer; Purchasing Agent and Manager; Quality Control Supervisor. **Number of placements per year:** 1 - 49.

RUSS HADICK & ASSOCIATES
7100 Corporate Way, Centerville OH 45459. 513/439-7700. **Contact:** Russ Hadick, President. **Description:** An executive search and recruitment agency. Company pays fee. **Specializes in the areas of:** Accounting/Auditing; Administration/MIS/EDP; Computer Hardware/Software; Engineering; Finance; Manufacturing; Personnel/Labor Relations; Technical and Scientific. **Positions commonly filled include:** Accountant/Auditor; Aerospace Engineer; Agricultural Engineer; Attorney; Buyer; Chemical Engineer; Chemist; Civil Engineer; Computer Programmer; Credit Manager; Draftsperson; Economist/Market Research Analyst; EDP Specialist; Electrical/Electronics Engineer; Financial Analyst; General Manager; Human Resources Specialist; Industrial Engineer; Marketing Specialist; Mechanical Engineer; Metallurgical Engineer; MIS Specialist; Purchasing Agent and Manager; Quality Control Supervisor; Sales Representative; Systems Analyst; Technical Writer/Editor; Technician. **Number of placements per year:** 50 - 99.

J.D. HERSEY & ASSOCIATES
1685 Old Henderson Road, Columbus OH 43220. 614/459-4555. **Fax:** 614/459-4544. **Contact:** Jeff Hersey, President. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Architecture/Construction/Real Estate; Computer Science/Software; Retail; Sales and Marketing. **Positions commonly filled include:** Buyer; Computer Programmer; Computer Systems Analyst; Construction Contractor and Manager; Cost Estimator; Manufacturer's/Wholesaler's Sales Rep. **Number of placements per year:** 1 - 49.

ICON MANAGEMENT GROUP
621 West Broad Street, Pataskala OH 43062. 614/927-4404. **Fax:** 614/927-0392. **Contact:** Robert Bremer, President. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Administration/MIS/EDP; Computer Science/Software; Engineering; Industrial; Manufacturing; Personnel/Labor Relations. **Positions commonly filled include:** Aerospace Engineer; Agricultural Engineer; Biomedical Engineer; Ceramics Engineer; Chemical Engineer; Chemist; Civil Engineer; Computer Programmer; Computer Systems Analyst; Designer; Electrical/Electronics Engineer; General Manager; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Manufacturer's/Wholesaler's Sales Rep.; Materials Engineer; Mechanical Engineer; Metallurgical Engineer; Mining Engineer; Nuclear Engineer; Operations/Production Manager; Petroleum Engineer; Purchasing Agent and Manager; Quality Control Supervisor; Software Engineer; Stationary Engineer; Structural Engineer. **Number of placements per year:** 50 - 99.

IVES & ASSOCIATES, INC.
471 East Broad Street, Suite 2010, Columbus OH 43215. 614/228-0202. **Contact:** Phyllis E. Ives, President. **Description:** An executive search firm. **Specializes in the areas of:** Accounting/Auditing; Advertising; Communications; Distribution; Food Industry; General Management; Legal; Manufacturing; Operations Management; Personnel/Labor Relations; Sales and Marketing; Transportation.

MANAGEMENT RECRUITERS INTERNATIONAL

1900 East Dublin-Granville Road, Suite 110B, Columbus OH 43229. 614/794-3200. **Fax:** 614/794-3233. **Contact:** Dick Stoltz, General Manager. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Administration/MIS/EDP; Computer Science/Software; Engineering; Food Industry; General Management; Manufacturing; Personnel/Labor Relations; Technical and Scientific. **Positions commonly filled include:** Chemist; Computer Programmer; Computer Systems Analyst; Engineer; Food Scientist/Technologist; General Manager; Purchasing Agent and Manager; Quality Control Supervisor. **Number of placements per year:** 200 - 499.

MANAGEMENT RECRUITERS OF CINCINNATI

36 East 4th Street, Suite 800, Cincinnati OH 45202. 513/651-5500. **Fax:** 513/651-3298. **Contact:** Joe McCullough, Co-Owner/Manager. **Description:** An executive search firm. **Specializes in the areas of:** Accounting/Auditing; Administration/MIS/EDP; Advertising; Architecture/Construction/Real Estate; Banking; Communications; Computer Hardware/Software; Construction; Design; Electrical; Engineering; Finance; Food Industry; General Management; Health/Medical; Industrial; Insurance; Legal; Manufacturing; Operations Management; Personnel/Labor Relations; Printing/Publishing; Procurement; Real Estate; Retail; Sales and Marketing; Technical and Scientific; Textiles; Transportation.

MANAGEMENT RECRUITERS OF COLUMBUS (WEST)

800 East Broad Street, Columbus OH 43205. 614/252-6200. **Contact:** Cheryl Clossman, Office Manager. **Description:** An executive search firm. **Specializes in the areas of:** Accounting/Auditing; Administration/MIS/EDP; Advertising; Architecture/Construction/ Real Estate; Banking; Communications; Computer Hardware/Software; Construction; Design; Electrical; Engineering; Finance; Food Industry; General Management; Health/ Medical; Industrial; Insurance; Legal; Manufacturing; Operations Management; Personnel/Labor Relations; Printing/Publishing; Procurement; Real Estate; Retail; Sales and Marketing; Technical and Scientific; Textiles; Transportation.

MANAGEMENT RECRUITERS OF DAYTON

333 West First Street, Suite 304, Dayton OH 45402-1831. 513/228-8271. **Fax:** 513/228-2620. **Contact:** Manager. **Description:** An executive search firm. **Specializes in the areas of:** Accounting/Auditing; Administration/MIS/EDP; Advertising; Architecture/ Construction/Real Estate; Banking; Communications; Computer Hardware/Software; Construction; Design; Electrical; Engineering; Finance; Food Industry; General Management; Health/Medical; Industrial; Insurance; Legal; Manufacturing; Operations Management; Personnel/Labor Relations; Printing/Publishing; Procurement; Real Estate; Retail; Sales and Marketing; Technical and Scientific; Textiles; Transportation.

MIAMI PROFESSIONAL SEARCH

1341 Stratford Drive, Piqua OH 45356. 513/778-9797. **Fax:** 513/773-2142. **Contact:** Lloyd E. Shoemaker, Owner. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Accounting/Auditing; Banking; Engineering; Finance; General Management; Manufacturing; Personnel/Labor Relations. **Positions commonly filled include:** Accountant/Auditor; Bank Officer/Manager; Branch Manager; Budget Analyst; Buyer; Chemical Engineer; Computer Programmer; Computer Systems Analyst; Credit Manager; Draftsperson; Electrical/Electronics Engineer; Financial Analyst; General Manager; Human Resources Specialist; Industrial Engineer; Industrial Production Manager; Mechanical Engineer; Operations/Production Manager; Purchasing Agent and Manager; Quality Control Supervisor. **Number of placements per year:** 1 - 49.

MIDWEST SEARCH CONSULTANTS

471 East Broad Street, Suite 1201, Columbus OH 43215. 614/224-3600. **Fax:** 614/224-5585. **Contact:** James R. Allen, Owner. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Computer Science/Software; Engineering; Food Industry; General Management; Manufacturing. **Positions commonly filled include:** Attorney; Chemical Engineer; Computer Programmer; Computer Systems Analyst; Electrical/ Electronics Engineer; General Manager; Industrial Production Manager; Mathematician; Mechanical Engineer; Metallurgical

Engineer; Nuclear Engineer; Purchasing Agent and Manager; Software Engineer. **Number of placements per year:** 50 - 99.

MILLION & ASSOCIATES, INC.
441 Vine Street, Suite 1831, Cincinnati OH 45202. 513/579-8770. **Contact:** Ken Million, President. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Non-Specialized. **Number of placements per year:** 50 - 99.

NATIONAL CORPORATE SERVICES, INC.
240 West Elmwood Drive, Dayton OH 45459. 513/436-0496. **Fax:** 513/436-0802. **Contact:** Tammy Osborne, Executive Recruiter. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Convenience Stores. **Positions commonly filled include:** Accountant/Auditor; Buyer; District Manager; General Manager; Marketing/Advertising/ PR Manager; Supervisor. **Number of placements per year:** 50 - 99.

NATIONAL REGISTER
2700 East Dublin-Granville Road, Suite 555, Columbus OH 43231. 614/890-1200. **Fax:** 614/890-1259. **Contact:** David Molnar, General Manager. **Description:** A sales and marketing recruiting firm. Company pays fee. **Specializes in the areas of:** Sales and Marketing. **Number of placements per year:** 200 - 499.

RECRUITMASTERS OF CINCINNATI
5237 Traverse Court, West Chester OH 45069-5587. 513/860-1717. **Fax:** 513/860-1717. **Contact:** Frank J. Watson, President. **Description:** An executive search firm operating on a contingency basis. **Specializes in the areas of:** Computer Science/Software; Personnel/Labor Relations; Sales and Marketing. **Positions commonly filled include:** Accountant/Auditor; Computer Programmer; Computer Systems Analyst; Sales Representative. **Number of placements per year:** 1 - 49. **Average salary range of placements:** $30,000 - $50,000.

W.R. RENNER & ASSOCIATES
P.O. Box 8181, West Chester OH 45069. 513/777-7000. **Contact:** Bill Renner, Owner. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Engineering; General Management; Industrial; Manufacturing. **Positions commonly filled include:** Aerospace Engineer; Buyer; Chemical Engineer; Civil Engineer; Designer; Electrical/ Electronics Engineer; Industrial Engineer; Mechanical Engineer; Metallurgical Engineer; Mining Engineer; Nuclear Engineer; Petroleum Engineer; Purchasing Agent and Manager; Software Engineer; Stationary Engineer; Structural Engineer. **Number of placements per year:** 1 - 49.

SALES CONSULTANTS OF CINCINNATI
11311 Cornell Park Drive, Suite 404, Cincinnati OH 45242. 513/247-0707. **Fax:** 513/247-2575. **Contact:** Brittany Crist, Office Coordinator. **Description:** An executive search firm. **Specializes in the areas of:** Accounting/Auditing; Administration/MIS/EDP; Advertising; Architecture/ Construction/Real Estate; Banking; Communications; Computer Hardware/Software; Construction; Design; Electrical; Engineering; Finance; Food Industry; General Management; Health/Medical; Industrial; Insurance; Legal; Manufacturing; Operations Management; Personnel/Labor Relations; Printing/Publishing; Procurement; Real Estate; Retail; Sales and Marketing; Technical and Scientific; Textiles; Transportation.

SANFORD ROSE ASSOCIATES OF COLUMBUS
6230 Busch Boulevard, Suite 418, Columbus OH 43229. 614/436-3778. **Fax:** 614/888-8871. **Contact:** Bill Earhart, Director/Owner. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Administration/MIS/EDP; Computer Hardware/Software. **Positions commonly filled include:** Computer Operator; Computer Programmer; EDP Specialist; MIS Specialist; Software Engineer; Systems Integration Specialist. **Number of placements per year:** 1 - 49.

SEARCH TECHNOLOGY
P.O. Box 48, Powell OH 43065. 614/761-3383. **Fax:** 614/761-0122. **Contact:** Dennis T. Caron, Principal. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Engineering; Manufacturing. **Positions commonly filled include:** Chemical Engineer; Electrical/Electronics Engineer; Instrument Engineer; Process Engineer; Software Engineer. **Number of placements per year:** 1 - 49.

TECHNICAL RECRUITING SERVICES
6100 Channingway Boulevard, Suite 506, Columbus OH 43232. 614/864-2270. **Fax:** 614/864-3994. **Contact:** Nick Lang, President. **Description:** An executive search firm. Company pays fee. **Specializes in the areas of:** Engineering; General Management; Industrial; Manufacturing; Technical and Scientific. **Positions commonly filled include:** Electrical/ Electronics Engineer; Industrial Engineer; Manufacturer's/Wholesaler's Sales Rep.; Mechanical Engineer. **Number of placements per year:** 50 - 99.

THOMAS INTERNATIONAL RECRUITERS
2144 Sumac Loop South, Columbus OH 43229-3939. 614/895-9233. **Toll-free phone:** 800/689-9582. **Fax:** 614/895-0868. **Contact:** Will C. Thomas III, President. **E-mail address:** TIP1967@aol.com. **Description:** An executive search firm operating on both contingency and retainer bases specializing in placing engineering, accounting, and computer professionals. Clients include several *Fortune* 500 companies. Company pays fee. **Specializes in the areas of:** Accounting/Auditing; Engineering; Industrial; Manufacturing. **Positions commonly filled include:** Accountant/Auditor; Chemical Engineer; Civil Engineer; Computer Programmer; Computer Systems Analyst; Design Engineer; Electrical/ Electronics Engineer; Environmental Engineer; Industrial Engineer; Internet Services Manager; Mechanical Engineer; MIS Specialist; Multimedia Designer; Software Engineer; Structural Engineer; Telecommunications Manager. **Number of placements per year:** 50 - 99. **Average salary range of placements:** More than $50,000.

FRED C. TIPPEL AND ASSOCIATES
105 Shawnee Drive, Marietta OH 45750. 614/374-3288. **Fax:** 614/374-3294. **Contact:** Fred C. Tippel, Owner/Director. **Description:** An executive search firm operating on both contingency and retainer bases and specializing in placing engineering and technical professionals, as well as managers in the plastics industry. Company pays fee. **Specializes in the areas of:** Engineering; General Management; Manufacturing. **Positions commonly filled include:** Chemical Engineer; Chemist; Design Engineer; Electrical/Electronics Engineer; Environmental Engineer; General Manager; Industrial Engineer; Operations/Production Manager. **Number of placements per year:** 1 - 49.

WORLD SEARCH
4130 Linden Avenue, Claypool Building, Suite 205, Dayton OH 45432. 513/254-9071. **Fax:** 513/254-0229. **Contact:** Robert W. Rushbrook, CPC, Owner. **Description:** A search firm and employment agency. **Specializes in the areas of:** Engineering.

RESUME/CAREER COUNSELING SERVICES

FORTY PLUS OF CENTRAL OHIO
1100 King Avenue, Columbus OH 43212. 614/297-0040. **Contact:** Donald Bassante, President. **Description:** A career/outplacement counseling firm.

CONTRACT SERVICES FIRMS

H.L. YOH

4500 Lake Forest Drive, Suite 508, Cincinnati OH 45242. 513/733-8555. **Contact:** Mike Brogan, Recruiter. **Description:** A contract employment firm specializing in placing professionals in the computer and electrical/mechanical fields. **Specializes in the areas of:** Computer Operations; Computer Programming; Electrical. **Positions commonly filled include:** Computer Programmer; Computer Support Technician; Electrical/Electronics Engineer; Mechanical Engineer; Software Engineer. **Number of placements per year:** 200 - 499.

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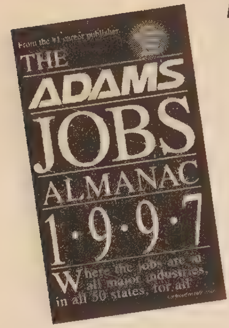
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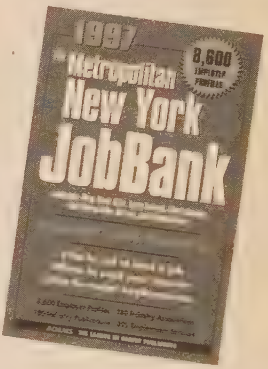

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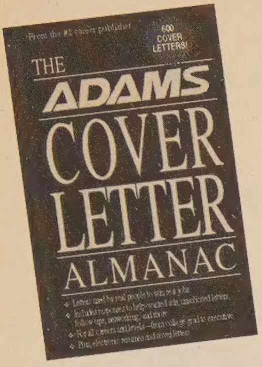
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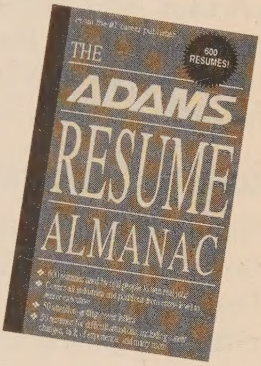
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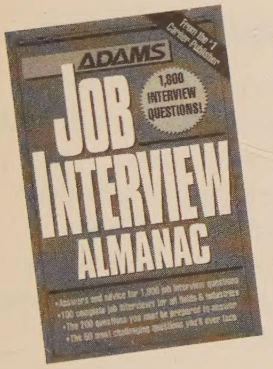
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